

## **Equal Opportunity, Nondiscrimination and Non-Retaliation Policy**

### **Equal Opportunity and Commitment to Diversity and Inclusion**

The Washington Baltimore Center for Psychoanalysis is an Equal Employment Opportunity/Affirmative Action (EEO/AA) organization. The Center provides equal opportunities without regard to age, race, color, religion, national origin, sex, marital status, personal appearance, gender identity, sexual orientation, disability, or any other characteristic protected under applicable federal, state, and local law. This Policy applies not only to our own faculty, members, students, candidates, and scholars, but to all visiting participants and lecturers for any of the programs or events sponsored by or with the WBCP.

The Center is also committed to maintaining a diverse work and education environment, where diverse voices have equal opportunities to participate and contribute to the success of the Center.

Nothing in this policy limits academic freedom, guaranteed by the Code of Ethical Conduct which is a pre-eminent value of the WBCP. Accordingly, in an academic setting, expression that is reasonably designed or reasonably intended to contribute to academic inquiry, education or debate on issues of public concern does not violate this policy.

### **Discrimination, Harassment, and Retaliation**

The Center strives to create and maintain an environment where everyone is treated with dignity, decency, and respect. The Center will not tolerate discrimination, harassment (including sexual harassment\*), or retaliation in any form, against employees, analysts, students, or any other covered persons. This policy covers all members of the Center, and everyone must follow and uphold this zero tolerance policy.

Protected characteristics covered by this policy are those personal traits, characteristics and/or beliefs that are defined by applicable federal, state, and local anti-discrimination and harassment laws. In compliance with all applicable federal, state, and local anti-discrimination and harassment laws, the Center will not tolerate any form of discrimination, harassment, or retaliation made based on, in whole or in part, of a person's:

- Age;
- Race;
- Religion;
- National Origin;
- Sex;
- Personal Appearance;
- Gender Identity;
- Sexual Orientation;
- Ability; or
- Any characteristic covered under the legal definition for special classes.

\*Sexual harassment is specifically covered in a separate document on this website.

## **Discrimination**

Discrimination is the adverse treatment of an individual based on a protected characteristic. Examples of conduct that can constitute discrimination if based on an individual's protected characteristic include but are not limited to:

- Singling out or targeting an individual for different or less favorable treatment (e.g., more severe discipline, denial of promotion) because of a protected characteristic
- Failing or refusing to hire an individual because of a protected characteristic
- Failing or refusing to allow an individual to participate in an activity, program or organization based on a protected characteristic
- Terminating an individual from an educational program based on a protected characteristic.

## **Harassment**

The Center prohibits all workplace harassment of any kind. Harassment is any unwelcome conduct directed at a specific person that causes substantial emotional distress in such person, or words, gestures, and actions which tend to annoy, alarm, and abuse another person. Conduct designed to threaten, intimidate, coerce, or impair a member of the Center from contributing to the Center's mission is considered to be harassment. Conduct that is unwelcome and becomes a condition for continued access to an educational program or activity or a positive evaluation of a student, faculty, employee or other member of the WBCP community is also considered to be harassment.

The following examples may be considered harassment and are not exclusive:

- May be blatant and intentional and involve an overt action, a threat or reprisal, or may be subtle and indirect, with a coercive aspect that is unstated.
- Does not have to include intent to harm or be directed at a specific target.
- May occur in any context, although the context often involves a power differential between two persons, which may be due to differences in social, educational, or employment relationships.
- May occur in digital environments including but not limited to social media, web sites, educational platforms, and electronic mail.
- May be a one-time event or may be part of a pattern of behavior.
- May be committed in the presence of others or when the parties are alone.
- May affect not only the person at whom it is directed, but also third parties who witness or observe harassment.

## **Hostile environment**

A hostile environment exists when the unwelcome conduct interferes with, limits, or deprives an individual from participating in or benefiting from the WBCP's educational, employment, and/or Center community experience. A hostile environment can be created by persistent or pervasive conduct or by a single, isolated incident.

## **Retaliation**

Retaliation means adverse conduct taken toward or against an individual who reported an actual or perceived violation of any of the Center's policies, or filed a grievance complaint related to the policies. Retaliation against individuals who complain of discrimination or harassment or who testify or assist in any investigation or proceeding involving discrimination or harassment is not acceptable.

### **Grievance Procedures**

Any member who wishes to file a grievance is encouraged to contact either the Dean of Students or the Dean of the Board and Programs to explore the options for addressing the members' particular concerns. The role of the Deans is to help the member decide which of several venues would be helpful for the member's particular situation. Any conversations regarding a potential grievance with either of the Deans will remain confidential.

There are a range of options, ranging from attempts at informal resolution of the problem to a formal hearing with the Ombudspersons Committee, for addressing violations of this policy. The various options are described in detail in the **Grievance Procedures** document on this website.

### **Related Regulations**

This policy affirms the WBCP's commitment to and compliance with Title IX of the Education Amendments of 1972, Title VI of the Civil Rights Act of 1964, Title VII of the Civil Rights Act of 1964, as amended, Section 504 of the Rehabilitation Act of 1973, the District of Columbia Human Rights Act, and other applicable laws relating the equal opportunity and nondiscrimination.