

Sexual Harassment and Related Conduct Policy

Policy Summary

The WBCP (Center) is committed to maintaining a positive climate for study and work, in which individuals are judged solely on relevant factors, such as skill and performance, and can pursue their activities in an atmosphere that is free from discrimination, harassment, and violence. The WBCP does not condone discrimination on the basis of sex or gender in any of its educational programs or activities, nor in its employment practices. Sexual harassment is destructive to such a climate and will not be tolerated in the WBCP community.

Policy

The Center prohibits all workplace harassment, including sexual 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.

The Center prohibits sexual harassment, which is defined as unwanted or unwelcome sexual behavior. Sexual harassment includes physical behavior such as unwanted touching, and verbal behavior including comments, jokes or written communications. Sexual harassment can be committed by or against individuals of any sex or gender and can occur between individuals of the same sex/gender or different sexes/genders. Sexual harassment can also occur between strangers or acquaintances, as well as persons involved in intimate, sexual, dating, domestic, or familial relationships.

Additionally, intoxication or impairment from alcohol, drugs or other substances is not a defense to a violation of this Policy.

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.

The Center encourages prompt reporting of sexual harassment. The Dean of Students, the Dean of the Board and Programs, and members of the Ombudspersons Committee are all available to receive such reports. Each of these individuals will provide privacy and confidentiality to the extent possible consistent with federal, state, and local law and the need to protect and foster a safe learning, living and working environment for other members of the Center. Each complaint of sexual harassment will receive a prompt, equitable, and thorough investigation and/or resolution. Such resolution will include appropriate remedial, disciplinary, or other corrective action.

Any person who experiences and/or reports sexual harassment will be offered prompt, reasonable, and appropriate supportive measures.

Retaliation means adverse conduct 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 sexual harassment or who testify or assist in any investigation or proceeding involving sexual harassment will not be tolerated. The Center also prohibits retaliation against an individual or group of individuals involved in an activity protected under this policy. Protected activities include participating, testifying, or assisting in any manner in proceedings under this policy; making a good faith report under this policy; filing an external complaint; or opposing in a reasonable manner and consistent with Center policy, an action reasonably believed to constitute a violation of this policy. Retaliation can take many forms, including, but not limited to, adverse action or violence, discrimination, threats, coercion, and intimidation that would discourage a reasonable person from engaging in a protected activity.

Every member of the Center community is responsible for fostering an environment free of sexual harassment. All members of the Center community are encouraged to take reasonable and prudent actions to prevent or stop an act of sexual harassment.

Nothing in this Policy shall be deemed to revoke any right a Center member may have to file a grievance under the Code of Ethical Conduct or limit academic freedom, guaranteed by the Code, which is a preeminent value of the Center. This Policy shall not be interpreted to abridge academic freedom. 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.

