WASHINGTON COLLEGE POLICIES

# SEXUAL HARRASSMENT POLICY

## Federal law (Title VII of the Civil Rights Law of 1964 and Title IX of the Education

Amendments of 1972) provides that sexual harassment shall be considered a form of sex discrimination. Maryland Law also prohibits sex discrimination and sexual harassment.
Washington College prohibits sexual harassment of any member of the community – whether faculty, student, or employee – by any person. Sexual harassment is defined as any unwelcome sexual advance, request for sexual favors, or other verbal or physical conduct of a sexual nature which has the purpose or effect of interfering with one's academic or work performance or social world by creating an intimidating, hostile, offensive, or violent environment. Sexual violence/assault is also considered sexual harassment.

## Examples of sexual harassment:

a. Action of an individual in a position of institutional power or authority who misuses that position to subject an individual to unwanted sexual attention of either a verbal or physical nature when that conduct is either explicitly or implicitly a term or condition of a person's employment or academic status.

b. Demanding sexual favors accompanied by implied or overt threats or promises concerning grades, recommendations, or evaluations.

c. Inappropriate sexual conduct that interferes with an individual's work performance or educational experience by creating an uncomfortable environment. This prohibition applies to all relationships at the institution between members of the College community.

d. Inappropriate conduct against an individual that interferes with an individual's work performance or educational experience by creating an uncomfortable environment that would not occur but for the sex of the individual.

## Consensual Relationships

This policy prohibits only unreciprocated and unwelcome relationships. In addition, persons in positions of power, authority, and control over others should be aware of and sensitive

to problems that may arise from mutual relationships that are inherently unequal. Please refer to the Consensual Relationships policy.

Staff who believe that they have been subjected to discrimination or harassment (including sexual violence/assault) by an employee of the College or by another individual for whom the College is or may be responsible (alumni visiting campus, contract vendors providing a campus service, etc.). should contact one of the following to file a complaint:

Director of Multicultural Affairs/Title IX Coordinator
Director of Human Resources
Director of Public Safety

## Retaliation

All members of the Washington College community are advised that retaliation against anyone for filing a complaint of discrimination or harassment, including sexual violence/assault is prohibited. Members of the community should be equally aware that knowingly making false allegations of harassment or discrimination is itself a violation of College policy and the individual involved will be subject to disciplinary action.

## Community Resources

• Local Emergency, Police, Fire and Ambulance – dial 911 (or 9-911 from a campus phone)
• For All Seasons, Mental Health and Rape Crisis Center, 1-800-310-7273 – a free 24-hour confidential hotline provides crisis support to individuals and groups. Advocates are available to meet sexual assault survivors at the hospital and support them during any time spent at the hospital. To learn about on-going counseling and support to survivors, contact 410-822-1018.

## Hospitals

• Chester River Hospital Center, 410-778-3300 – located adjacent to Washington College
• Memorial Hospital in Easton, Maryland, 410-822-1000

## College Resources

• Student Health and Counseling Services, 410-778-7261
• Employee Assistance Program (EAP)