



**WASHINGTON COLLEGE POLICIES**

**SEXUAL HARASSMENT 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.

Harassment in any form, whether based on race, sex, color, national or ethnic origin, age, religion, marital status, disability, sexual orientation, genetic information, or any other legally protected classification, is unacceptable on the Washington College campus.

For purposes of this policy harassment means unwelcome verbal, written, or physical conduct based on a protected classification (race, color, sex, disability, etc.) that has the purpose or effect of unreasonably interfering with an individual’s work or education (including living conditions, extracurricular activities, and social life), creating an intimidating, hostile, or offensive environment, or constituting a threat to an individual’s personal safety. Sexual harassment includes sexual violence/assault.

Washington College will not tolerate sexual harassment in any form. Sexual harassment includes sexual violence/assault. The goal of this policy is to create a community free of sexual harassment. Sexual harassment committed in connection with any College program, whether on or off campus, is prohibited. This applies to academic, educational, extracurricular, athletic, residential, and other College programs. Sexual harassment may be a violation of state and federal laws as well as a violation of this policy. Individuals who feel they have been sexually harassed may have the right to bring legal action, in addition to making a complaint to the College. Legal action and an internal complaint can be pursued at the same time. Retaliation against an individual who brings a complaint, participates in an investigation of sexual harassment, or pursues legal action is prohibited.

The essential importance of academic freedom is recognized and a standard of reasonableness

will guide the College. Only when academic freedom is used to disguise, or as the vehicle for, prohibited conduct will it be questioned. Washington College believes that ideas, creativity, and free expression thrive and, indeed, can only exist for students, faculty, and staff in an atmosphere free of sexual harassment and assault.

### **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**

Washington College policies prohibit unreciprocated and unwelcome relationships. However, 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. Individuals in these situations are urged to examine such relationships before engaging in them, especially in terms of emotional health, self-esteem, and respect for the freedom of others.

Apparently consensual sexual relationships, particularly those between individuals of unequal status, may be or become a violation of this policy. Anyone who engages in a sexual relationship with a person over whom he or she has any degree of power or authority must understand that the validity of the consent involved can and may be questioned. The College particularly abhors the abuse potentially inherent in sexual relationships between faculty members and students and between staff supervisors and their student employees.

Employees or third parties, 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:

[Assistant Dean for 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.

### **Resources**

There are many services established to assist individuals who have been sexually assaulted. The Student Affairs Office, 410-778-7752, as well as the resources listed below may be contacted to provide assistance or answer any questions.

Washington College Health Services, 410-778-7261

Washington College Counseling Services, 410-778-7261, 7289, or 7826

“For All Seasons, Inc.” Sexual Assault Crisis Center, 1-800-310-7273 (A 24-hour confidential service that provides counseling, advocacy and support to survivors.)

Office of Public Safety, 410-778-7810

- Local Emergency, Police, Fire and Ambulance – dial 911 (or 9-911 from a campus phone)

### **Hospitals**

- University of Maryland Shore Medical Center at Chestertown, 410-778-3300 – located adjacent to Washington College
- Memorial Hospital in Easton, Maryland, 410-822-1000

### **Employee Resources**

- Employee Assistance Program (EAP)