

SEXUAL HARASSMENT POLICY STATEMENT

Sexual harassment in the school and workplace can threaten one's physical and emotional well-being, influence how well a student performs in the classroom, and make it difficult for a student or employee to achieve career goals. Sexual harassment is illegal: Title IX of the Education Amendments of 1972 prohibits sex discrimination, including sexual harassment. Preventing and remedying sexual harassment is essential to ensure nondiscriminatory safe environments in which students can learn and work. Students should feel safe and comfortable walking down the halls of the school and workplace.

Title IX protects students, both male and female, from unlawful sexual harassment in all programs or activities. There are two forms of sexual harassment:

1. **Quid pro quo harassment:** Occurs, for example, when a school employee causes a student to believe that he or she must submit to unwelcome sexual conduct in order to participate in a school program or activity, or that an education decision will be based on whether or not the student submits to unwelcome sexual conduct.
2. **Hostile environment harassment:** Occurs, for example, when unwelcome sexually harassing conduct is so severe, persistent, or pervasive that it affects a student's ability to participate in or benefit from an educational program or activity, or creates an intimidating, threatening, or abusive educational environment. A hostile environment can be created by a school employee, another student, or an outside visitor to the school.

Examples of sexual conduct which may constitute harassment include:

- ◆ Sexual advances
- ◆ Touching of a sexual nature
- ◆ Graffiti of a sexual nature
- ◆ Displaying or distributing of sexually explicit drawings, pictures and written materials
- ◆ Sexual gestures
- ◆ Sexual or "dirty" jokes
- ◆ Pressure for sexual favors
- ◆ Touching oneself sexually or talking about one's sexual activity in front of others
- ◆ Spreading rumors about or rating other students as to sexual activity or performance

Procedures to be followed if sexual harassment occurs:

- ◆ Report the offense immediately to:

Name, Title	Office	Phone
Bill Lynch, Campus President	A-109	215-728-4488
Anna Bogdanov, Academic Affairs Director	T-132b	215-728-4177
Nick Aquilino, Director of Information and Student Services	A-107	215-728-4465

- ◆ Administration will move swiftly to determine what happened. When a student reports sexual harassment, the administrator meets with the parties involved to gather the facts in the case and to cause the harasser to cease and desist from such claimed inappropriate actions.
- ◆ If it is determined that the claim of sexual harassment is valid, or if the complainant does not agree with the disposition of the claim the case may be reported to the JEVS Human Services Quality Management & Compliance Director for further investigation and detailed processing.
- ◆ The school will determine whether or not to take action against the harasser in conjunction with student rules and regulations as defined in the school catalog.
- ◆ If necessary or requested, all parties involved in the allegation will be referred to counseling, mental health, or other supportive services.
- ◆ The school's catalog, as related to disciplinary action, will be reviewed with the harasser in cases of alleged sexual harassment.
- ◆ All involved in the allegation of sexual harassment shall be informed of the final determination with respect to the situation as well as any sanctions to be imposed.