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Policy Owner: Chief HR Officer
Approved by: President
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POLICY ON HARASSMENT

Harassment is a form of discrimination prohibited by law. It is the policy of NewU to prohibit harassment on the basis of age, color, disability, family responsibilities, gender identity and expression, genetic information, marital status, national origin and accent, personal appearance, political affiliation, pregnancy, race, religion, sex, sexual orientation, source of income, veteran's status or other factors prohibited by federal and/or District of Columbia law. Sexual harassment is addressed under the University's Policy Statement on Sexual Misconduct.

Definitions

Harassment is verbal or physical conduct that denigrates or shows hostility or aversion to an individual because of a protected category as specified above, when such conduct has the purpose or effect of: unreasonably interfering with an individual or third party's academic or work performance; creating an intimidating, hostile, or offensive educational or work environment; or otherwise adversely affecting an individual or third party's academic or employment opportunities.

Harassment may include, but is not limited to: verbal abuse or ridicule, including slurs, epithets, and stereotyping; offensive jokes and comments; threatening, intimidating, or hostile acts, and displaying or distributing offensive materials, writings, or pictures. Harassment may include conduct carried out through the internet, email, social media, or other electronic means.

Interpretive guidance:

- a) A hostile, intimidating, or offensive environment exists when conduct is severe or pervasive. Factors to be considered in determining whether conduct is severe or pervasive include the nature, scope, frequency, and duration of the conduct and the number of persons involved. Simple teasing, offhand comments, or isolated incidents that are not severe or pervasive do not create a hostile or offensive environment.
- b) If an issue of harassment is raised in strictly academic areas, such as coursework, the matter will be handled in consultation and coordination between the HR Department and the Chief Academic Officer because such matters may also concern issues of academic freedom.
- c) To constitute harassment, the conduct in question must be objectively intimidating, hostile or offensive, and must interfere with a person's ability to participate in

employment or educational programs or activities of the University. The injured party's perception of the offensiveness of the alleged conduct, standing alone, is not sufficient by itself to constitute harassment.

- d) Harassment is especially serious when it occurs between teachers and students or supervisors and subordinates. In such situations, harassment unfairly exploits the power inherent in a faculty member's or supervisor's position. Although harassment often occurs when one person takes advantage of a position of authority over another, the University recognizes that harassment may also occur between people of equivalent status. This includes peer harassment.

Scope

This policy applies to any allegations of harassment against an employee (including faculty and staff) or student of NewU, regardless of where the alleged conduct occurred.

This Policy on Harassment will be widely disseminated to members of the University community, and will be consistently enforced. The policy will be reexamined, updated as appropriate, and distributed regularly to all students, faculty, and staff. Training will be provided to employees and students for the purpose of preventing harassment and promoting a respectful community. All employees are responsible for completing training identified as mandatory.

Retaliation Prohibited

This policy prohibits retaliation, or other adverse action against an individual for making a complaint in good faith, assisting in an investigation, opposing harassment or otherwise exercising rights protected by law. It also prohibits taking any adverse academic or employment related action against an individual based on an unsubstantiated allegation or rumor of harassment. Retaliation should be reported promptly to the HR Department and may result in disciplinary action up to and including dismissal.

[End]