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POLICY ON SEXUAL MISCONDUCT

NewU has adopted this Policy on Sexual Misconduct in recognition of our commitment to provide a safe and hospitable environment for all members of our community to work and study. Sexual misconduct subverts the University's mission, diminishes the dignity of both victim and perpetrator, and threatens permanent damage to the careers, educational experience, and well-being of our students, faculty and staff.

The University prohibits Sexual Misconduct as defined in this Policy, including unwanted conduct of a sexual nature that constitutes sexual harassment, sexual assault, domestic violence, dating violence, and stalking. Sexual harassment is prohibited by Title VII of the Civil Rights Act of 1964 ("Title VII"), Title IX of the Education Amendments of 1972 ("Title IX"), and the District of Columbia Human Rights Act ("DCHRA").

Scope

This Policy applies to allegations of Sexual Misconduct against an Employee (faculty member, or staff member) or Student of NewU, regardless of where the alleged conduct occurred.

The actions of third parties (e.g., contractors, applicants, vendors, recruiters, affiliates, volunteers) that impact students or employees may also be subject to review under this Policy.

Cases that allege sex-based discrimination that does not constitute Sexual Misconduct (e.g., excluding an individual from participation in or denying an individual the benefits of programs or activities, or subjecting an individual to differential treatment, on the basis of sex, as well as ostensibly neutral policies or practices that have a disparate impact on the basis of sex), are addressed under the following University policies and procedures: Non-Discrimination; and the Grievance Procedures to Investigate Allegations of Discrimination and Harassment. Consensual and romantic relationships are addressed under the University's Policy on Consensual or Romantic Relationships.

Training

Training on this Policy, preventing Sexual Misconduct, and promoting a respectful community will be provided to Employees and Students. Investigations involving alleged violations of this policy shall be conducted by officials who receive training on issues related to sexual harassment, sexual assault, dating violence, domestic violence, and stalking as well as on how to conduct a grievance process that protects the safety of all parties involved and promotes accountability.

This Policy on Sexual Misconduct will be widely disseminated to members of the University community and will be consistently enforced. The Policy will be reexamined and updated as appropriate.

Retaliation Prohibited

This policy prohibits retaliation, harassment, 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 further prohibits taking any adverse academic or employment related action against an individual based on an unsubstantiated allegation or rumor of sexual misconduct. Retaliation should be reported promptly to the Ethics & Compliance Committee and may result in disciplinary action up to and including dismissal. The University encourages individuals to make good faith reports.

[End]