

## Miss Porter's School: Sexual Harassment Policy and Hiring

<http://www.porters.org/page/Explore/Employment>

This policy is intended to educate students, faculty, and staff about the nature of sexual harassment; to encourage members of the Porter's community to discuss offensive conduct early to prevent such behavior and to stop it from escalating; and to eliminate any harassing behavior that may already exist.

Miss Porter's School is a community in which all members have rights to feel safe and respected, and to live, work and learn in an environment that is free from sexual harassment. Inappropriate behavior of a sexual nature can undermine these rights. It is the policy of Porter's that no member of the school may sexually harass another.

Sexual harassment encompasses behavior that is subtle and ambiguous as well as that which is direct and overt. It may involve peers, but it is especially serious when it involves a relationship of authority. Under no circumstances will a sexual relationship between an adult member of the community (someone over 18 not in the status of a student) and a Porter's student be construed as consensual.

In determining whether behavior deemed offensive by the individual to whom it is directed constitutes sexual harassment and, if so, the severity of the harassment and the school's response, the range of the circumstances will be considered. Circumstances may include the nature, frequency, intensity, location, context, and duration of the alleged offensive conduct. Perpetrators as well as victims of sexual harassment can be male or female, students, faculty, spouses or staff. Those who engage in sexual harassment will be subject to discipline up to and including dismissal.

No one should be inhibited from making a complaint of what he or she considers to be harassment for fear of reprisal. Therefore, any form of threat or retaliation against anyone who in good faith makes a complaint of sexual harassment is itself a violation of this policy and is cause for discipline.

Violation of this policy, whether intended or not, will not be tolerated. The procedures that Porter's follows are designed to ensure that incidents of sexual harassment will be investigated promptly, and that corrective actions will be taken immediately.

*(excerpted from full Sexual Harassment Policy)*