

ANTI-HARASSMENT AND PROHIBITION AGAINST BULLYING

Positive Education Program (PEP) is committed to providing a respectful work and educational environment free of any type of harassment or bullying. Therefore, harassment, intimidation, bullying or any conduct that constitutes sexual harassment, discriminatory harassment, or discrimination based on race, color, religion, gender, national origin, disability, age, creed, ancestry, pregnancy, military status, sexual orientation, genetic information, or any other characteristic protected by law is strictly prohibited. All such harassment is unlawful and will not be tolerated. This policy applies to students, applicants, and employees of Positive Education Program, and extends to conduct by employees, students, or any person with whom employees or students interact in an educational or work environment.

Sexual harassment is defined as conduct occurring between any persons, including members of the same sex, that:

1. is sexual in nature;
2. is unwelcome; and
3. denies or limits a student's ability to participate in or benefit from a school's education program.

Sexual Harassment is a form of sex discrimination prohibited by Title IX and may include acts of sexual violence. Acts of sexual violence are physical sexual acts occurring between any persons, including members of the same sex, perpetrated against a person's will or where a person is incapable of giving consent (e.g., due to the student's age or use of drugs or alcohol, or because an intellectual or other disability prevents the student from having the capacity to give consent). A number of different acts fall into the category of sexual violence, including rape, sexual assault, sexual battery, sexual abuse, and sexual coercion. Sexual violence can be carried out by school employees, other students, or third parties. All such acts of sexual violence are forms of sex discrimination prohibited by Title IX.

Prohibited harassment or bullying based on race, color, religion, gender, national origin, disability, age, creed, ancestry, pregnancy, military status, sexual orientation or genetic information is protected by law and may include:

1. Verbal conduct such as threats, epithets, derogatory comments or slurs;
2. Visual conduct such as derogatory posters, photographs, cartoons, drawings or gestures;
3. Dissemination of offensive/inappropriate email or other electronic communications;
4. Physical conduct such as assault or unwanted touching; and
5. Retaliation for reporting harassment or threatening to report harassment.

If you have been subject to harassment or discrimination, or have witnessed harassment or discrimination in the workplace or educational setting, you must report your concerns immediately to your supervisor or the next line of management not involved in the harassment; or to the Chief Human Resources Officer/Title IX Coordinator. The alleged conduct should be documented in writing, describing the conduct, noting dates and times when possible.

No student or employee shall be subjected to adverse action in retaliation for any good faith report under this policy.