

SIT Anti-Harassment and Non-Discrimination Policy

Responsible Executive	Dean of Student Health, Safety, and Well-being
Responsible Party	Office of Student Health, Safety, and Well-being
Approval / Signature	Academic Affairs Committee of the Board of Trustees
Pertinent Dates	Approved: May 9, 2024 Review Date: Fall 2024
Related Policies	Sexual Safety and Title IX Student Code of Conduct HR Policy Manual
Audience & Applicability	All students, faculty, staff, and independent contractors.

POLICY

1. Purpose

This policy sets forth SIT's commitment to providing an environment where all people can work and study without fear of discrimination,

harassment, exploitation, or intimidation with a focus on non-sexual harassment/ non-Title IX offenses.

2. **Policy Statement**

SIT strives to create an environment where all people can work and study without fear of discrimination, harassment, exploitation, or intimidation. SIT's greatest concern is for the safety and physical and mental health of all its students, faculty and staff. SIT is committed to maintaining a welcoming and supportive educational climate.

Non-Discrimination Statement

SIT does not discriminate on the basis of race, color, ethnic or national origin, sex, sexual orientation, gender identity, religion, age, ancestry, disability, military status, veteran status, or other non-merit reasons, in admissions, educational programs, or activities and employment, and complies with all applicable federal and state laws regarding nondiscrimination and affirmative action, including Title IX of the Education Amendments of 1972 and Section 504 of the Rehabilitation Act of 1973, and Title VII of the Civil Rights Act of 1964.

Applicability in US-based and Global Program Sites

Students and staff from other countries must abide by U.S. federal laws and regulations while members of this community. Students and/or staff involved in programs in countries other than the United States must abide by U.S. laws and regulations while overseas, as well as observe local laws and regulations of their host- country.

Harassment and discrimination, as defined below, are never acceptable, although a special effort is made to explain and clarify the rules for those from other cultures who may not be familiar with such a code of behavior. Please note that SIT has no control over the behavior of host country individuals who are not associated with the program and cannot necessarily prevent harassment toward students and others in these locations where it may be considered culturally acceptable or otherwise.

Retaliation

SIT prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports. Any attempt by a member of the SIT community to intimidate, penalize, or threaten a person who reports or who is otherwise involved or cooperating in, a report of discrimination, misconduct, or harassment is strictly prohibited. Any person found to have participated in an act of retaliation will be disciplined accordingly.

3. **Definitions**

Discrimination: adverse treatment of an individual based on a legally protected category that interferes or limits with opportunities or conditions of employment or education. Definitions of [discrimination by type](#) are available from the US Equal Employment Opportunity Commission.

Harassment: a form of discrimination that is defined as verbal or physical conduct that denigrates or shows hostility or aversion toward an individual because of their race, color, religion, gender, sexual orientation, gender identity, national origin, ancestry, age, disability, veteran's status, genetic information or any other characteristic protected by law or that of their relatives, friends or associates, and that:

1. has the purpose or effect of creating an intimidating, hostile, or offensive work, educational, or living environment;
2. has the purpose or effect of unreasonably interfering with an individual's work or academic performance; or
3. otherwise adversely affects an individual's employment or educational opportunities.

Harassing conduct includes, but is not limited to:

- epithets, slurs, or negative stereotyping;
- threatening, intimidating, or hostile acts;
- denigrating jokes; and
- written or graphic material that denigrates or shows hostility or aversion toward an individual or group and that is placed on walls or elsewhere on SIT premises or program sites or property controlled by SIT.

4. **Procedures**

The following procedures are available to all students, staff, and faculty who feel they have experienced or witnessed discrimination or harassment as discussed above. SIT will promptly and equitably respond to all reported incidents of sexual misconduct. It may be necessary to adjust, on a case-by-case basis, the procedures and time frames discussed in this section due to the nature and complexity of the issues, the parties involved, and SIT's academic calendar. All parties involved will be notified of any procedural or time frame adjustments.

- **For Student Complaints:** Follow the procedures outlined in the Student Code of Conduct.
- **For Employee Complaints:** Follow the procedures outlines in the HR Policy Manual.

5. **Exceptions**

There are no exceptions to this policy.

6. **Forms**

NA

7. **Contact Information**

For information on this policy, please contact the office of Student Health, Safety, and Well-being.