

SUBJECT: **SEXUAL HARASSMENT AND OTHER UNLAWFUL HARASSMENT**

Pine Manor College is committed to providing an environment that is free of discrimination and all forms of harassment or coercion that impede the academic freedom, security, or well-being of any member of the community. The College respects the dignity and worth of all members of the PMC community, and harassment of students, staff, and/or faculty based on an individual's sex, race, ethnicity, sexual orientation, age, and/or religion is unacceptable conduct that will not be tolerated.

Sexual harassment of employees occurring in the workplace or in other settings in which employees may find themselves in connection with their employment is unlawful and will not be tolerated by the College. Further, any retaliation against an individual who has complained about sexual harassment or retaliation against individuals for cooperating with an investigation of a sexual harassment complaint is similarly unlawful and will not be tolerated. To achieve our goal of providing a workplace free from sexual harassment, the conduct that is described in this policy will not be tolerated, and we have provided a procedure by which inappropriate conduct will be dealt with if encountered by employees.

Because Pine Manor College takes allegations of sexual harassment seriously, we will respond promptly to complaints of sexual harassment and, where it is determined that such inappropriate conduct has occurred, we will act promptly to eliminate the conduct and impose such corrective action as is necessary, including disciplinary action where appropriate.

Please note that while this policy sets forth our goals of promoting a workplace that is free of sexual harassment, the policy is not designed or intended to limit our authority to discipline or take remedial action for workplace conduct which we deem unacceptable, regardless of whether that conduct satisfies the definition of sexual harassment.

