

SIMMONS COLLEGE POLICY STATEMENT AND IMPLEMENTATION
GUIDELINES ON COMPLAINTS OF SEXUAL HARASSMENT
and other forms of discriminatory harassment for faculty, staff and students

Simmons College strives to maintain an academic and work environment that is free from sexual harassment and other types of discriminatory harassment, whether based upon race, color, religion, gender, national origin, sexual orientation, age, or physical or mental disability.

Sexual harassment and other discriminatory harassment in the workplace, and education, violates state and federal law. This policy is intended to prohibit all unlawful harassment. In administering this policy, the College may also find policy violations even when offensive conduct may not be sufficiently severe or pervasive as to constitute unlawful harassment. Therefore, a conclusion by the College that the policy was violated does not necessarily mean that the College believes that the conduct involved was unlawful. This policy will not be applied more broadly than applicable law when a broader application of the policy would restrict academic freedom.

While this policy is based on federal and state law concerning sexual and other discriminatory harassment, it is meant to be interpreted and applied in a manner consistent with the College's commitment to intellectual and academic freedom, and with the spirit of the Simmons College Workplace Community Covenant, which pledges an environment respectful of each individual's rights.

This policy applies to all academic, residential and work-related settings and activities, whether inside or outside the College, and covers students, faculty, employees and other individuals who have a relationship with the College.

It is unlawful and expressly against College policy to retaliate against a person for filing either an informal or formal complaint of sexual harassment, or other forms of discriminatory harassment, or for cooperating with an investigation of a complaint of such alleged harassment.