

## **Science Day Standards: Harassment Policy & Procedure**

Adults are expected to ensure a safe and educational venue for students by notifying Event Staff (of the respective District or County Science Day Committee) of any concerns throughout the course of the event.

### **Harassment Generally - Policy**

This policy prohibits harassment of any kind against any student, volunteer, or employee by an Adult, another student, volunteer, Science Day committee member or employee, or third party for any reason including, but not limited to: age, national origin, race, color, religion, gender, gender identity, sexual orientation, marital status, disability, ancestry and/or veteran status. Harassment includes but is not limited to slurs, epithets, threats, derogatory comments, unwelcome jokes, and teasing.

Any student or other person who feels that he or she is a victim of such harassment at an Upper Miami Valley Science Day program should promptly report the matter to a member of the Event Staff or a Committee member (of the respective District or County Science Day Committee) or other Adult authority who must immediately present it to the proper Science Day authority. If a Science Day employee or Adult volunteer becomes aware of such a situation, he or she is under the responsibility to report it to the proper Science Day event authority (UMV Committee Chair or designated administrator of each respective County Science Day). Upon receipt of an allegation(s), the appropriate representative of the Host Institution will be contacted and an investigation will be initiated following the established policy & procedure of the Host Institution. All such reports will be handled as confidentially as possible. The Science Day event authority or the Host Institution, or both organizations, may take appropriate disciplinary action against any person found to have violated the harassment policy. This includes contacting appropriate law enforcement agencies if deemed necessary.

No adverse action or retaliation will be allowed to be taken against a person who reports a violation or who participates in an investigation of this policy in good faith. Knowingly false accusations are prohibited and will be treated by disciplinary action comparable to that which would be applied to actual misconduct.

## **Sexual Harassment - Policy**

Sexual harassment of or by any person in attendance at any Science Day event (District or County level) is prohibited. Sexual harassment includes but is not limited to unwelcome sexual advances, requests for sexual favors, and/or verbal or physical conduct of a sexual nature including, but not limited to, drawings, pictures, jokes, teasing, or uninvited touching.

In accordance with this policy, unwelcome sexual advances, requests for sexual favors, sexual demands, or other verbal or physical conduct of a sexual nature will constitute sexual harassment when:

- The conduct has the purpose or effect of unreasonably interfering with an affected person's performance, or creating an intimidating, hostile, or offensive environment; or in third party situations, one or more individuals are reasonably offended by the sexual interaction, conduct, or communications between others.
- The conduct has the effect of creating actual, perceived, or potential conflicts of interest, favoritism, disruption or lack of objectivity.

Any student or other person who feels that he or she is a victim of sexual harassment at an Upper Miami Valley Science Day program should promptly report the matter to a member of the Event Staff or a Committee member (of the District or County Science Day Committee) or other Adult authority who must immediately present it to the proper Science Day authority. If a Science Day employee or Adult volunteer becomes aware of such a situation, he or she is under the responsibility to report it to the proper Science Day event authority (UMV Committee Chair or designated administrator of each respective County Science Day) Upon receipt of an allegation(s), the appropriate representative of the Host Institution will be contacted and an investigation will be initiated following the established policy & procedure of the Host Institution. All such reports will be handled as confidentially as possible. The Science Day event authority or the Host Institution, or both organizations, may take appropriate disciplinary action against any person found to have violated the harassment policy. This includes contacting appropriate law enforcement agencies if deemed necessary.

No adverse action or retaliation will be allowed to be taken against a person who reports a violation or who participates in an investigation of this policy in good faith. Knowingly false accusations are prohibited and will be treated by disciplinary action comparable to that which would be applied to actual misconduct.