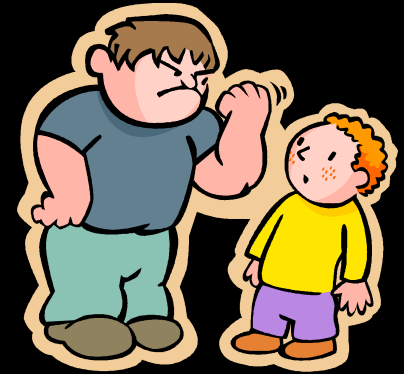


MANAGE @ DAVIDSON
HARASSMENT AND DISCRIMINATION

Davidson College Human Resources

Protected Classes

- race
- color
- gender
- national origin
- religion
- age
- sexual orientation
- disability
- or any other status protected by applicable federal, state or local law



“Other types of harassment are addressed in our Disciplinary Action Policy in the Employee Guide.”



DC Non-Discrimination and Non-Harassment Policy

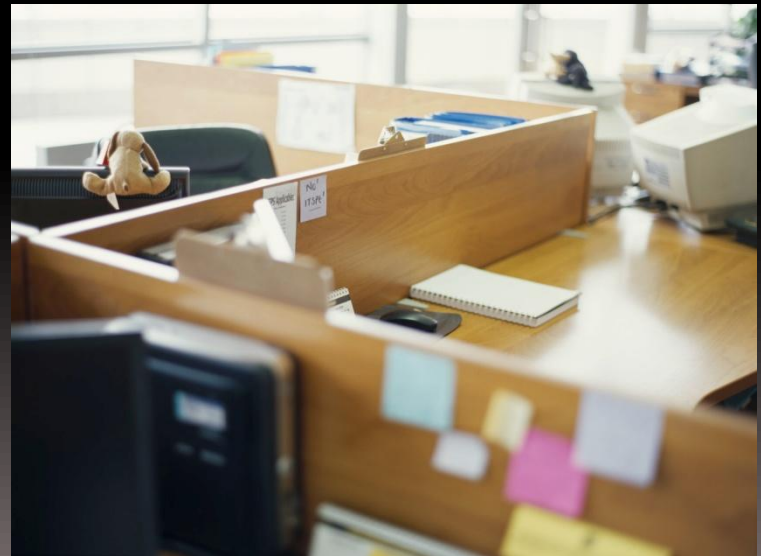
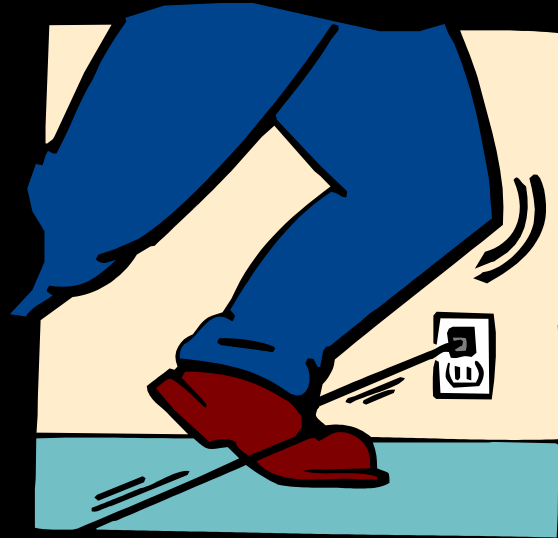


Campus Guests

- Students
- Vendors
- Alumni
- Parents
- Prospectives
- Visitors
- Business Partners
- Temp Employees

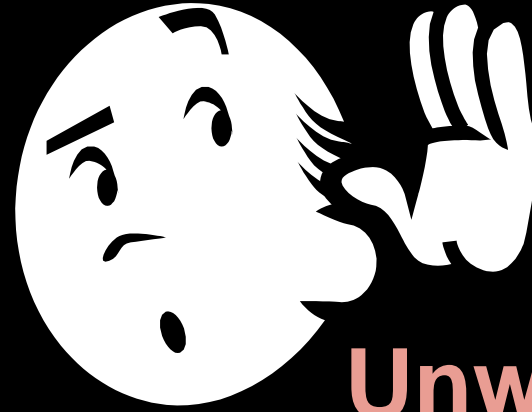
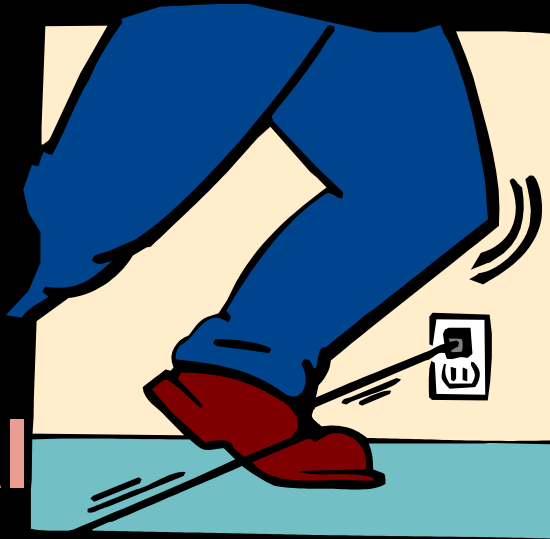


“Harassment is conduct that has the purpose or effect ...”



4 Elements

Verbal,
Written
or
Physical



Unwanted

&

Protected
Class



&

Negative
Impact

Negative Impact

- interferes with an employee's work
- creates an intimidating, hostile or offensive work environment
- negatively affects an employee's work opportunities

Fall Classes for Men:

The Toilet Paper Roll—Does it Change Itself? *Round Table Discussion.*

How to be the Ideal Shopping Companion—Relaxation Exercises, Meditation and Breathing Techniques.

Fundamental Difference between the Laundry Hamper and the Floor. *Pictures and Explanatory Graphics.*

Real Men Ask For Directions When Lost—Real Life Testimonials *Location to be determined.*

Commitment to Academic Freedom

“Actions or words used in the context of academic curriculum and teaching environments that serve legitimate and reasonable educational purposes will not be evaluated as harassment...”



Consensual Relationships

- **Prohibits** managers and employee subordinate relationships
- **Prohibits** employee and subordinate student relationships
- **Strong discourages ANY** employee and student relationships



Reporting

- To Human Resources or
- To Division Head (PES member) or
- To Supervisor
- *If student*—to Dean of Students

“Any employee who believes another employee is being subjected to unlawful discrimination or harassment should promptly report...”

Investigation

- HR, Division Head or person appointed by HR/President
- *Dean of Students involved if a student*

"Every effort...with sensitivity to the rights of the person who complains and the rights of the accused, ...to maintain confidentiality throughout the investigatory process."

Corrective Action

- Review of results in concert with legal counsel, division head.
- For faculty, the relevant provisions of the DC Constitution may apply

“The penalties for discrimination and harassment within the College community will depend on the nature of the offense and may include sanction, up to and including dismissal...”

Role of the Manager



1. Let the employee talk
2. Review the Policy
3. Ask additional questions if necessary
4. Don't promise confidentiality
5. Do promise no retaliation
6. Review next steps "take to HR, they will investigate and make a determination as to a policy violation...etc."
7. With help of HR, keep complainant informed.

SCENARIOS

1. What, if anything, do you do?
2. What additional information do you need?
3. At what point do you take it to the next level (calling HR or contacting the VP)?

Retaliation

- Prohibition against retaliation is stressed, along with confidentiality, throughout the process.
- An accusation of retaliation is considered a separate offense.

“if the College determines a person has provided false information ...the College will take appropriate corrective action...”

Closing Humor

From the Miami Herald...

WEEKI WACHEE, Fla. — The manager of Weeki Wachee Springs State Park has been fired following allegations that he sexually harassed a mermaid.