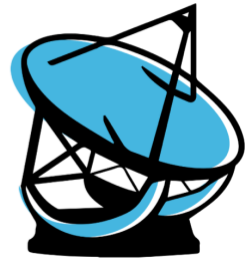


National Youth Science Academy

PO Box 3387
Charleston, WV 25333
+1 (304) 205-9724
office@nysacademy.org
www.nysacademy.org



Document: Anti-Harassment Policy
Status: Active
Adopting Authority: Executive Committee
Date Adopted: January 29, 2018
Reviewing Authority:
Date Reviewed:

The National Youth Science Academy (NYSAcademy) complies with the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, the Age Discrimination Act of 1975, and any other statute with nondiscrimination requirements.

It is the NYSAcademy's belief that its employees and program participants, including guests, are the primary means by which the goals and objectives of the NYSAcademy are met. To that end, the rights of all persons must be respected. By definition, harassment is any unwanted attention or action prohibited by law, including that of a sexual nature by someone that creates an intimidating, hostile, or offensive environment. Harassment prohibited by this policy includes, but is not limited to, the following conduct:

- Unwelcome verbal conduct such as offensive sexual remarks, innuendoes or comments, sexual or ethnic jokes, racial slurs or epithets, use of offensive stereotypes, or other offensive verbal conduct pertaining to race, color, sex/gender, sexual orientation, religion, age, national origin, disability, or other protected status;
- Sexual advances, propositions, or requests for sexual favors;
- Unwelcome and offensive physical conduct, including touching, leering, blocking another's movement, encroaching on personal space, or sexual gestures;
- Unwelcome and offensive written conduct such as offensive pictures, sexually suggestive posters, drawings, cartoons, photographs, or other communications, including e-mail;
- Unwelcome behavior which may have the effect of creating a hostile environment;
- Reprisals or threatening reprisals for a person's unwillingness to respond to requests for sexual favors; and
- Reprisals or threatening reprisals for complaining about, reporting, or participating in an investigation of a violation of this policy.

If a situation arises that a person feels is offensive, harassing, or threatening, the person should:

- Immediately advise the other person that the behavior is inappropriate and that the person would like it stopped, or
- If the person is not comfortable discussing the issue with the other person, or if the other person fails to respect the person's request, the person should report the incident to a supervisor. If, for whatever reason, the person does not feel that the supervisor is a suitable contact to whom to report the incident, is dissatisfied with the resolution and feels further action may be necessary, the person should contact one of the following individuals:

Delaney Rose "DR" Ahrens
Director of External Relations and Development
304-704-7712
dr.ahrens@nysacademy.org

Ronald G. Pearson
Board of Trustees, Chair
304-541-6436
rongpearson@gmail.com

Beth Kinne
Board of Trustees, Secretary
970-319-5522
kinne@hws.edu

Beth High
Spouse of Ron Pearson
304-545-2613
bah125@suddenlink.net

In all instances, a prompt, thorough, and fair investigation will be conducted, giving careful consideration to protect the rights and dignity of all people involved. The NYSAcademy will take those steps it feels necessary to resolve the problem, which may include verbal or written reprimand, suspension, or termination.

No retaliation of any kind will be condoned because a person has reported an incident of suspected harassment in good faith. The NYSAcademy will work to establish mutually agreed upon safeguards against retaliation while attempting to mediate any harassment complaint.