

SPST Policy: CCP 14

Anti-Harassment, Anti-Discrimination, Anti-Retaliation

Adopted: 6/30/2015

Updated: 6/30/2015

1. Saint Paul School of Theology is committed to education and prevention of sex crimes and sexual harassment at all seminary sites.

2. Anti-Harassment, Anti-Discrimination and Anti-Retaliation Policy. The purpose of this policy is to uphold Saint Paul School of Theology's commitment to preserving the fundamental dignity and rights of all individuals involved in Seminary activities. Prohibited discrimination, harassment, and retaliation are contrary to the education and employment values of Saint Paul School of Theology. All members of the Saint Paul community have the right to be free from harassment, discrimination, and retaliation from anyone – students, faculty, staff, supervisors, co-workers or others, including clergy, congregation members, vendors, suppliers, and contractors with whom the employee or student has contact as a result of the individual's' employment, study, or contextual education ministry setting while at Saint Paul.

3. Preventing prohibited discrimination, harassment and retaliation is the responsibility of all members of the Saint Paul community. Possible violations of this policy (a "Concern") should be reported as soon as possible to the Equity Compliance Officer or other designated personnel. Every effort will be made to respond to concerns of perceived prohibited conduct in a reasonable, thorough, and timely manner. If anyone feels that the Seminary has not met its obligations under this policy, that person should contact the Equity Compliance Officer.

4. Prohibited Behaviors and Conduct

a) **Discrimination.** It is a violation of this policy to discriminate on the basis of race, creed, color, religion, national origin, sex, gender, age, disability, pregnancy status, sexual orientation, veteran status or any other status protected by law, in any educational/academic or employment programs, experiences, activities, and opportunities.

b) **Harassment.** Saint Paul School of Theology prohibits unwelcome verbal or physical conduct that denigrates or shows hostility or aversion toward an employee or person because of race, color, sex, religion, age, national origin, disability, pregnancy status or any other protected status protected by law. This prohibition applies to all individuals who work for or with the Seminary, or other persons conducting business with Saint Paul. Examples of conduct prohibited by this policy include, but are not limited to, jokes, language, comments, suggestions, innuendoes or pranks that are hostile or demeaning with regard to a protected status or have the purpose or effect of creating an intimidating, hostile, abusive or offensive environment.

c) **Sexual Harassment.** As part of the above-stated policy, no student, faculty, staff or any person may sexually harass another individual. Prohibited sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical or other non-verbal conduct of a sexual nature when (1) submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of any educational program, activity or employment; (2) submission to or rejection of such conduct by an individual is used as a basis for any education or employment decision affecting such individual; or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's education or work performance or creating an intimidating or hostile learning or working environment. Sexual violence is an explicitly prohibited form of sexual harassment. Sexual violence includes physical sexual acts perpetrated

against a person's will or where a person is incapable of giving consent due to use of drugs and/or alcohol or to an intellectual or other disability. Some examples of sexual violence may include, but are not limited to, rape, sexual assault, sexual battery, and sexual coercion.

Saint Paul School of Theology has zero tolerance for any prohibited behaviors or conduct and violators will be disciplined, up to and including expulsion or termination of employment.

Any student or employee who has a question, concern or complaint of discrimination, including harassment based on his/her protected status or retaliation is encouraged to bring the matter to the immediate attention of the Equity Compliance Officer. Any Saint Paul School of Theology official who becomes aware of any complaint of harassment should contact the Equity Compliance Officer.

d) **Retaliation.** Saint Paul School of Theology prohibits retaliation against anyone for reporting discrimination/harassment, assisting in making a complaint, or cooperating in an investigation. Retaliation prohibited by this policy includes, but is not necessarily limited to, disparaging comments, uncivil behavior, or other negative treatment of an employee because a complaint was made pursuant to this policy or otherwise cooperated with Saint Paul's investigation. Anyone who believes he/she has experienced or witnessed retaliation should immediately notify the Equity Compliance Officer.

