



# WHITMAN COLLEGE

## Sexual Harassment Policies: Whitman College, NSF, and NIH

### **Whitman College Grievance Policy**

Whitman College prohibits sexual misconduct in any form. Sexual misconduct is a broad term encompassing any unwelcome behavior of a sexual nature that is committed without consent or by force, intimidation, coercion or manipulation. Sexual misconduct can occur between persons of the same or different genders.

Sexual harassment is defined as unwelcome verbal or physical conduct of a sexual nature that is sufficiently severe or persistent or pervasive such that it unreasonably interferes with, limits or deprives someone of the ability to participate in or benefit from the College's educational programs or employment opportunities. The unwelcome behavior may be based on power differentials (quid pro quo), the creation of a hostile environment or retaliation. A single instance of sexual assault may be sufficient to constitute a hostile environment.

Whitman College's [\*\*Grievance Policy\*\*](#) covers all members of the Whitman College Community and will be used to address issues of harassment, discrimination, or violence including sex-or gender-based incidents when Whitman College is put on notice regarding such incidents.

Whitman College faculty members who serve as Principal Investigators (PIs) or co-PIs on federal grants from the **National Science Foundation** or **National Institutes of Health** are required to abide by the sexual harassment policies of those agencies. These policies are summarized below, along with the reporting requirements.

### **National Science Foundation Sexual Harassment Policy**

As the primary funding agency for fundamental science and engineering research in the United States, NSF is committed to promoting safe, productive research and education environments for current and future scientists and engineers. NSF will not tolerate harassment, including sexual or sexual assault within the agency, at awardee organizations, field sites, or anywhere NSF-funded science and education is conducted.

NSF considers the Principal Investigator (PI) and any co-PI(s) identified on an NSF award to be in positions of trust. The PI, any co-PI(s), and all personnel supported by an NSF award must comport themselves in a responsible and accountable manner during the award period of performance whether at the awardee institution, online, or outside the organization, such as at field sites or facilities, or during conferences and workshops.

As of October 21, 2018, NSF has released a new "term and condition" that requires awardee organizations to notify NSF of any findings/determinations of sexual harassment, other forms of harassment, or sexual assault regarding an NSF funded PI or co-PI. The Awardee organization must notify NSF if the PI or co-PI is placed on administrative leave or if the awardee has imposed any administrative action on the PI or any co-PI relating to any finding/determination or an investigation of an alleged violation of awardee policies or codes of conduct, statutes, regulations, or executive orders relating to sexual harassment, other forms of harassment, or sexual assault. Finally, the award term and condition specifies the procedures that will be followed by NSF upon receipt of a notification.

Notifications must be submitted by an Authorized Organizational Representative (AOR) within 10 business days from the date of the finding/determination, or the date of the placement of a PI or co-PI by the awardee on administrative leave or the imposition of an administrative action, whichever is sooner.

The full NSF policy and related information is found at:

<https://www.nsf.gov/od/odi/harassment.jsp>

### **Whitman's Implementation of NSF Reporting Requirements**

NSF's [Term and Condition: Notification Requirements Regarding Findings of Sexual Harassment, Other Forms of Harassment or Sexual Assault](#) outlines the requirements of an Awardee organization to notify NSF of any findings/determinations of sexual harassment, other forms of harassment, or sexual assault regarding an NSF-funded Principal Investigator (PI) or co-PI, or of the placement of the PI or co-PI on administrative leave, or the imposition of any administrative action relating to harassment or sexual assault finding or investigation.

Whitman's Authorized Organizational Representative (AOR) must use the [Term and Condition Required Notification of Harassment form](#) to submit a required notification to NSF.

Whitman's Authorized Organizational Representative (AOR) for grant submissions is Walter Froese, College Controller, or Peter Harvey, Chief Financial Officer. For notification of harassment, however, Whitman's AOR is Julia Dunn, Associate Dean of Students and Title IX Administrator. Ms. Dunn coordinates the College's response to reports of sexual misconduct and is responsible for maintaining the confidentiality of the process.

For the purposes of coordinating the College's compliance with NSF's sexual harassment reporting requirements, Ms. Dunn will maintain a list of all NSF PIs and co-PIs. This list will be updated annually in June. Should Ms. Dunn receive a report that involves an NSF PI or co-PI who has been placed on administrative leave or received a finding of harassment, she will be responsible for filing the Notification of Harassment with NSF.

### **National Institutes of Health Anti-Sexual Harassment Statement**

On February 28, 2019, The National Institutes of Health released an update on its efforts to [address sexual harassment in science](#).

The National Institutes of Health (NIH) does not tolerate pervasive or severe harassment of any kind, including sexual harassment, whether it is within the agency, at research organizations that receive NIH funding, or anywhere else NIH-funded activities are conducted. Only in safe and respectful work environments can individuals achieve their greatest potential and carry out the important work that supports the NIH mission. To foster a work environment free from sexual harassment, NIH is bolstering policies, guidelines, requirements, and communications to make our expectations clear to the NIH workforce and NIH-funded organizations, and to take appropriate actions within our authority. We also want to ensure that individuals know their rights, where to report incidents of sexual harassment, and the resources available to them.

NIH strongly encourages people to report allegations of sexual harassment or assault to the appropriate authorities, which may include your local police department or your organization/institution equal employment opportunity (EEO) or human resources offices.

At this time, NIH does not require that Awardee organizations to notify NIH if a grant PI or co-PI has been placed on administrative leave or received a finding of harassment. However, “if a principal investigator or other key personnel named on an NIH grant award is no longer able to fulfill their obligations to conduct research because they are under investigation or have been removed from the workplace because of sexual harassment concerns, NIH requires institutions to notify NIH of this change.”

For concerns related to NIH-funded research, an email can be sent to [GranteeHarassment@od.nih.gov](mailto:GranteeHarassment@od.nih.gov). It is important to identify the person(s) who may have committed harassment and the institution that employs him/her/them. Notification may be done anonymously.

While NIH can and will follow up on all concerns related to NIH-funded research, they cannot take personnel or legal actions for non-NIH employees. The College’s Title IX Administrator, Julia Dunn, is responsible for managing the grievance process for allegations of misconduct at Whitman.

If the concern involves personnel on an NIH funded project, NIH will contact the grantee organization to ensure they are addressing the issue.

More information, including [what to expect when notifying NIH](#), can be found at the NIH anti-sexual harassment website’s [Frequently Asked Questions](#).