



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 provides a way for community members to bring forward problems, allegations or grievances. The Grievance Policy 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.

NSF 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.

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 Ronaldo Edwards, College Controller, or Peter Harvey, Chief Financial Officer. For notification of harassment, however, Whitman's AOR is Thomas Witherspoon, Vice President for Diversity & Inclusion and Title IX Coordinator. Dr. Witherspoon 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, Dr. Witherspoon will maintain a list of all NSF PIs and co-PIs. This list will be updated annually in June. Should Dr. Witherspoon receive a report that involves an NSF PI or co-PI who has been placed on administrative leave or received a finding of harassment, he will be responsible for filing the Notification of Harassment with NSF.

National Institutes of Health Anti-Sexual Harassment Statement

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 requires that every organization receiving NIH funds:

- has [systems, policies, and procedures](#) in place to manage research activities in accordance with our standards and requirements
- complies with federal laws, regulations, and policies protecting the rights and safety of individuals working on NIH-funded projects

NIH uses the compliance and oversight tools in its authority to support a safe, harassment-free work environment, while respecting the multitude of Federal, State, and local laws and policies that govern how sexual harassment allegations are adjudicated.

NIH expects recipient institutions to have policies and practices in place that foster a harassment-free environment. Its expectations, policies, and requirements are found [here](#). While there is no specific annual reporting requirement for NIH, “we strongly encourage people to report allegations of sexual harassment or assault to the appropriate authorities. If there are concerns that sexual harassment is affecting an NIH-funded project, NIH wants to know about it.”

More information is found at the NIH anti-sexual harassment website’s [Frequently Asked Questions](#).