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I. Statement of Policy

Geisinger Lewistown Hospital School of Nursing (GLHSON) is committed to providing a working and learning environment free from sexual harassment. It therefore is the policy of the School of Nursing that sexual harassment is unacceptable and will not be tolerated. This applies to all faculty, students, and staff. GLHSON will take seriously all sexual harassment complaints; take appropriate action to provide remedies when sexual harassment is discovered; and to the greatest extent possible, protect the privacy of those involved. Faculty have an affirmative duty to ensure that their areas of responsibility are free from sexual harassment of any kind and shall take appropriate steps to prevent and eliminate such harassment.

II. Scope

All GLHSON students

III. Definitions

A. Unwelcome sexual advances-request for sexual favors and other verbal or physical conduct of a sexual nature constitutes sexual harassment when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of a student's enrollment.
2. Submission to or rejection of such conduct by an individual is used as the basis for enrollment decisions affecting the student, or
3. Such conduct has the purpose or effect of unreasonably interfering with a student's performance or creating an intimidating, hostile, or offensive environment.

Sexual behaviors can be exhibited using three types of behaviors- ***verbal, non-verbal behaviors*** and ***gestures***, and ***physical contact***. Sexual harassment of any student is strictly prohibited and will not be tolerated. Some types of verbal behavior that might constitute sexual harassment, especially when occurring in combination with offensive touching are:

- Repeated offensive sexual flirtations or subtle pressure for sexual activities
- Offensive and persistent risqué jokes or kidding about sex or gender- specific traits
- Repeated unsolicited propositions for dates and /or sexual relations
- Spreading rumors about a person's activities or relationships
- Making comments about a person's body or sex life
- Physical contact such as touching, patting, pinching or brushing against another's body

Gestures or non-verbal behaviors might also be considered sexual harassment. Examples may include:

- Sexual looks and lewd gestures, such as leering or ogling with suggestive overtones
- Touching, grabbing, oneself sexually or persistent and unwelcome flirting
- Displaying sexually suggestive pictures, calendars, or posters

An individual's perception of what is, or is not, sexual harassment such as a pat on the shoulder, touching, and jesting comments of a sexual nature may be interpreted as acts of sexual harassment by one recipient, while another may dismiss them as merely annoying. Likewise, some individuals may perceive leering or ogling as sexual harassment, while others may perceive the same behavior as looking or staring and may attribute no meaning to it.

Often people accused of sexual harassment may not realize that they have committed acts of harassment. Accused harassers may have intended only to be funny or even complimentary and may believe that their conduct is not only appropriate and acceptable, but also appreciated. They are often truly shocked when they are told that someone considered their behavior to be sexual harassment.

B. What Can You Do if Sexual Harassment Happens

- Remember, sexual harassment is *not* your fault. You have a right to an educational setting free of harassment. Do not feel powerless. There are actions you can take to end the harassment.
- Don't ignore the harassment; it usually doesn't go away by itself and may get worse if no action is taken.
- Tell the harasser in person or in writing that the behavior is not welcome. Ask them to stop. Be specific about actions or words that make you uncomfortable.
- Keep a written record of the incidents of harassment. This is important if an investigation becomes necessary. Note any witnesses who may have observed the incident (s).
- If the harassment does not stop, report it to the Director of the School of Nursing.

IV. Procedure:

- a. An incident of sexual harassment should be reported to the Director School of Nursing. GLHSON who will promptly investigate the complaint, which may include advising the person (s) named in the complaint.
- b. The person named in the complaint will be suspended until the investigation is completed.
- c. If the investigation reveals that the harassment did occur, appropriate remedial action up to and including involuntary withdrawal from the program may occur.
- d. G-LHSON will not tolerate retaliation against an individual who in good faith reports, complains about, or participates in an investigation into an allegation of unlawful discrimination or harassment or sexual assault.
- e. Reports of sexual harassment will be confidential, recognizing that some disclosure may be necessary for the purposes of investigation or remedial action.