



Vassar is committed to the principles of integrity in an academic community, as articulated in the Statement on Academic Responsibility and Respect for Persons. Vassar's policy is not to discriminate in the administration of its educational policies, admissions policies, scholarships and loan programs, athletics programs, or other College programs and activities, and not to tolerate discrimination or harassment of its faculty, administration, staff, students, or visitors.

The College prohibits discrimination based on an individual's actual or perceived race, color, national origin, ethnicity, citizenship status, religion, creed, age, sex (including pregnancy, childbirth and related medical conditions), gender identity, gender expression, sexual orientation, domestic violence victim status, marital status, familial status, disability, genetic information or characteristics, veteran or military status, criminal conviction, or other characteristic protected by law, or participation in activities protected by law, or participation in activities protected by law.



1. This policy prohibits discrimination against or harassment of members of the College community and guests. Its scope includes, but is not limited to, any individuals regularly or temporarily employed, studying, living, visiting, or having any official capacity at Vassar College (such as voluntary staff members).

- b. Communicating with a supervisor or manager about employment discrimination, including harassment;
- c. Refusing to follow orders that would result in discrimination;
- d. Resisting sexual advances, or intervening to protect others;
- e. Requesting accommodation of a disability or for a religious practice;
- f. Asking managers or co-workers about salary information to uncover potentially discriminatory wages.

Retaliation includes, but is not limited to, intimidation, coercion, harassment, making threats, and any other adverse educational or employment action. Retaliation should be reported promptly to the EO/AA Office for investigation, which may result in disciplinary action independent of any outcome or interim measures imposed in response to any underlying allegations of discrimination and/or harassment.

4. **Retaliatory Harassment** is intentional action taken by an individual or allied third party, absent legitimate nondiscriminatory reasons, that harms an individual as reprisal for engaging in a “protected activity.”
5. **Sexual Harassment** is unwelcome conduct that does not fall under Vassar College’s Title IX Policy, and which is either of a sexual nature, or which is directed at an individual because of that individual’s sex, that has the purpose or effect of unreasonably interfering with an individual’s employment or educational performance; or creating an intimidating, hostile, offensive, or abusive environment for that individual’s employment, education, living environment; and/or participation in a College activity. This includes harassment on the basis of sex, sexual orientation, self-identified or perceived sex, gender expression, gender identity and the status of being transgender.
 - a. The College’s policy on sexual misconduct may also apply when sexual harassment involves physical contact. Examples of sexual harassment can include, but are not limited to:
 - i. Egregious, unwanted sexual attention or other verbal or physical conduct of a sexual nature;
 - ii. Sex stereotyping;
 - iii. Implied or overt threats of punitive action resulting from rejection of sexual advances;
 - iv. Conditioning a benefit on an individual’s acceding to sexual advances/ making such assent a term or condition of employment (either explicitly or implicitly);
 - v. Unwelcome, sexually explicit messages, statements, or materials;
 - vi. Attempting to coerce an unwilling person into a romantic or sexual relationship;

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