



Sexual Harassment Policy

Cornish believes that all students are entitled to study in an environment free of harassment, and expects that all employees and students will treat each other with courtesy, dignity, and respect. We take our obligation to maintain a learning environment free of harassment very seriously. Sexual harassment is a form of misconduct that constitutes a serious offense and may subject offenders to disciplinary action, up to and including termination. In cases of sexual harassment of one student towards another student, a student may file either an informal or formal grievance directly with the Dean of Student Affairs pursuant to the grievance procedures, (an official copy of the Grievance Procedure may be obtained from the Student Affairs Office). In cases of sexual harassment by a Cornish College of the Arts employee (faculty, administrator or staff) towards a student, a student may file a grievance informally or formally directly with the Dean of Student Affairs, who will in turn refer it to the Director of Human Resources. The Director of Human Resources will then conduct an investigation into the matter.

It is the policy of Cornish to ensure an environment free of sexual harassment. Unwelcome sexual advances, requests for sexual favors, sexual demands, or other verbal, physical, or visual conduct of a sexual nature will constitute sexual harassment when:

- ~Submission to the conduct is either an explicit or implicit term or condition of receiving a passing grade;
- ~Submission to or rejection of the conduct is used as a basis for an employment decision affecting the person rejecting or submitting to the conduct;
- ~The conduct has the purpose or effect of unreasonably interfering with an affected person's educational performance, or creating an intimidating, hostile, or offensive environment.

Sexual Harassment Reporting Procedures:

Students who experience or witness sexual harassment at the College must report it immediately to the Dean of Student Affairs pursuant to the grievance procedure as discussed above.

All allegations of sexual harassment will be investigated pursuant to the grievance procedures. To the extent possible, the student's confidentiality and that of any witnesses and the alleged harasser will be protected, except to the extent necessary to investigate and address the alleged harassment. When the investigation is completed, the complaining student will be informed of the outcome of that investigation.

Cornish will permit no retaliation against anyone who brings a grievance of sexual harassment or who speaks as a witness in the investigation of a grievance of sexual harassment.

Particular efforts will be made to conduct investigations with due regard for confidentiality to ensure protection of the grievant and the accused. Grievants will be informed of the internal remedies available. The grievance procedure will provide for follow-up to determine if the sexual harassment has been effectively stopped.

Employee-Student Relations

Cornish College employees provide service and support to students. All staff are to conduct themselves in a professional manner when interacting with students and to avoid the appearance of impropriety at all times; i.e., engaging in relationships of a romantic or sexual nature with Cornish College students, using harassing or inappropriate language, etc. Employees found in violation of this policy will be subject to disciplinary action up to and including termination.

Student Policy – 08/20/99