

POLICY AGAINST DISCRIMINATION

Policy Against Discrimination, Harassment and Retaliation

The Center is proud of the spirit of cooperation and mutual respect that extends throughout its program. We are committed to a professional learning environment:

- where all candidates, students, faculty, administrators and staff are treated with respect and dignity;
- without discriminatory or harassing behavior based on race, color, religion, sex (including pregnancy, childbirth, or related medical conditions), sexual orientation, gender identity, national origin, ancestry, age, disability, genetic information, marital status, domestic partnership or civil union status, veteran status, or any other basis protected by law; and
- where candidates and students, without fear of personal or professional retaliation, may raise a complaint about alleged discrimination, harassment and/or retaliation and receive a prompt, appropriate response.

Prohibition of Discrimination and Harassment

The Center will not tolerate any discrimination or harassment based on race, color, religion, sex (including pregnancy, childbirth, or related medical conditions), sexual orientation, gender identity, national origin, ancestry, age, disability, genetic information, marital status, domestic partnership or civil union status, veteran status, or any other basis protected by law. The Center will not tolerate unlawful discrimination or harassment by its instructors, members, students, employees, or non-employees with whom the Center has a business, service, or professional relationship, such as vendors, visitors or contractors.

Harassment generally includes inappropriate verbal (including voicemail), physical, written (including electronic mail, social media, or other electronic means) and/or visual conduct that creates an intimidating, offensive, or hostile learning environment. Such conduct constitutes improper harassment when (1) submission to the conduct is made either an explicit or implicit condition; (2) submission to or rejection of the conduct is used as the basis for academic decisions; or (3) the harassment interferes with a student's studies or creates an intimidating, hostile or offensive learning environment.

Harassing conduct can take many forms and includes, but is not limited to, the following: slurs, jokes, statements, gestures, electronic mail, assault, impeding or blocking another's movement or otherwise physically interfering with normal work, pictures, drawings, or cartoons based upon an instructor's, member's, student's, or employee's sex, race, disability, sexual orientation, or other protected status listed above.

Sexually harassing conduct includes all of the prohibited actions listed above as well as other unwelcome conduct such as requests for sexual favors, conversation containing personal sexual comments, and unwelcome sexual advances. Sexually harassing conduct can be by a person of either the same or opposite sex. Sexual references that occur in the course of teaching or continuing education may contain reports of discrimination or harassment on the part of participants in clinical encounters. Such reporting does not, in and of itself, constitute discrimination or harassment, however such instances should be the basis for discussion of these phenomena. Similarly, respectful discussion of sexual and aggressive material is an ordinary and expectable part of psychoanalytic education.

In addition, the Center respects the dignity and well-being of all individuals on its premises and in its programs. To that end, the Center prohibits conduct which is inappropriate in an academic environment and which may be offensive to students, employees, staff, visitors and/or vendors, even if such conduct does not rise to the level of unlawful activity. Depending on the circumstances, sexual jokes, flirtations, innuendoes, advances or propositions, verbal abuse of another, graphic commentary about an individual's body, sexual prowess or sexual deficiencies, leering, whistling, touching, hugging, kissing, suggestive or insulting gestures, display of sexually suggestive objects, pictures or cartoons may or may not constitute a violation of the law, but still may violate this policy and give rise to disciplinary action up to and including termination of employment or dismissal from the Center's programs or premises. Therefore, all individuals are urged to exercise sensitivity and common sense to avoid behavior that may be perceived by candidates, students, members, employees, staff, visitors and/or vendors as offensive.

Prohibition of Retaliation

The Center prohibits and will not tolerate any form of reprisal, discipline, intimidation or retaliation for good faith making or reporting a claim of alleged discrimination, harassment or retaliation, or for good faith pursuit or cooperation in an investigation of alleged discrimination, harassment or retaliation.

If You Believe You Have Been Subjected to Discrimination, Harassment or Retaliation

If you believe that you have been, or another individual has been, subject to inappropriate discrimination, harassment or retaliation, you should promptly report your concerns to the Chair of the Antidiscrimination Committee.

If you wish to attempt to resolve the problem directly with the individual engaging in the offensive conduct, you may approach him or her directly and tell that individual that the behavior is unwelcome and should stop. You are not required to approach the individual, however, but may instead contact the Chair of the Antidiscrimination Committee to report your concerns. If you are uncomfortable going to the Chair of the Committee, you may report your concerns to any member of the Committee instead.

All complaints of alleged improper discrimination, harassment or retaliation made to personnel designated by this Policy will be investigated thoroughly, promptly and in as confidential a manner as possible.

Sanctions for Violations of this Policy

If the Center concludes that a member, student or employee has engaged in impermissible discrimination, harassment or retaliation in violation of this Policy, the member or employee will be subject to appropriate corrective action, up to and including termination of membership or employment. If a candidate or other student is found to have engaged in impermissible discrimination, harassment or retaliation in violation of this Policy, the candidate or student will be subject to appropriate corrective action, up to and including expulsion from the program. The conduct warranting discipline need not constitute unlawful activity if the Center concludes such conduct is contrary to the best interests of the institution. Vendors who violate this Policy may be barred from further business dealings with the Center. Visitors, students, members or employees who violate this Policy may be restricted, removed or prohibited from some or all of the Center's premises or programs. The Center also recognizes the seriousness of bad faith accusations of discrimination, harassment, or retaliation, and corrective action will be taken under these circumstances as well. It also recognizes that not all incidents of discrimination require sanction, and will make every effort to resolve complaints or incidents by thoughtful dialogue and mutual understanding.