

## Code of Conduct Regarding Sexual and Other Forms of Harassment

Dear Participant:

This conference is supported in part by the National Science Foundation under Award No. 2349991.

We are required by the NSF Proposal & Award Policies & Procedures Guide (Chapter II.F.9) to provide all conference participants with information on the George Washington University's policy that addresses sexual harassment, other forms of harassment, and sexual assault, and includes clear and accessible means of reporting violations of the policy. For purposes of this requirement, "other forms of harassment" is defined as "Non-gender or non-sex-based harassment of individuals protected under federal civil rights laws, as set forth in organizational policies or codes of conduct, statutes, regulations, or executive orders."

The George Washington University is committed to maintaining a positive climate for study and work, in which individuals are judged solely on relevant factors, such as skill and performance, and can pursue their activities in an atmosphere that is free from discrimination, harassment, and violence. The university does not discriminate on the basis of sex or gender in any of its education or employment programs or activities. Sexual Harassment is destructive to such a climate and will not be tolerated in the university community.

The George Washington University ("the university") has several policies prohibiting sexual harassment and other forms of harassment, including the Title IX Sexual Harassment and Related Conduct Policy and Equal Opportunity, Nondiscrimination, Anti-Harassment, and Non-Retaliation Policy. The Title IX Sexual Harassment and Related Conduct Policy (<https://compliance.gwu.edu/title-ix-sexual-harassment-and-related-conduct-policy>) ("Policy") is specifically focused on sexual harassment, retaliation, and other behavior that violates the Policy. **THIS POLICY APPLIES TO THIS CONFERENCE AND ALL CONFERENCE ATTENDEES MUST CONFORM THEIR BEHAVIOR WITH THE POLICY.** The Policy informs members of the university community about the university's prohibition against Sexual Harassment and retaliation. It provides information about resources, reporting options, and prompt and equitable resolution options. The Policy reinforces the university's commitment to preventing and responding to Sexual Harassment in a manner consistent with applicable federal, state and local law. Consistent with the procedures set forth and referenced in this Policy, the university will take steps to eliminate Sexual Harassment, prevent its recurrence, and remedy any discriminatory effects for members of the university community.

## Reporting Options and Resources

The university encourages all individuals to promptly report Sexual Harassment to the Title IX Coordinator and law enforcement. The university also recognizes that deciding to report can be difficult and is an intensely personal decision. Complainants and witnesses are encouraged to seek assistance from campus and community resources and to explore all potential reporting and support options.

A Complainant has the right to report, or decline to report, potential criminal conduct to law enforcement. Under limited circumstances, posing a threat to health or safety of any individual, or to comply with applicable law, the university may independently notify law enforcement.

University processes and law enforcement investigations operate independently of one another, although the Title IX Coordinator may coordinate information with GWPD as part of the intake assessment.

Anyone can make a report as follows:

- Make a report to the Title IX Coordinator in person, by telephone, by email or online at:

Office for Diversity, Equity and Community Engagement (ODECE)

812 20th Street NW (Building YY)

Washington, D.C. 20052

202-994-7434

[titleix@gwu.edu](mailto:titleix@gwu.edu)

[titleix.gwu.edu/report-incident](https://titleix.gwu.edu/report-incident)

- If on campus, contact GWPD for assistance in filing a criminal complaint and preserving physical evidence at:

George Washington University Police Department

Phillips Hall B148

801 22nd Street, NW

Washington, D.C. 20052

202-994-6111 [Emergency line]

202-994-6110 [Non-emergency line]

[gwpd@gwu.edu](mailto:gwpd@gwu.edu)

- If off campus, call 911 to reach local emergency response.

An individual may pursue some or all of these steps at the same time (e.g., one may simultaneously pursue a Title IX report and a criminal complaint). When initiating any of the above options, an individual does not need to know whether they wish to request any particular course of action nor how to label what happened. As part of a report to the Title IX Coordinator, an individual can also request Supportive Measures.

When a report of Sexual Harassment is made to the Title IX Coordinator, the Title IX Coordinator will promptly contact the Complainant and conduct an assessment to determine next steps, including whether the university may offer Supportive Measures (discussed below). However, the university will not commence a resolution process without a Formal Complaint (see below).

Where an individual's report of Sexual Harassment identifies a respondent who is a member of the Title IX office, individuals may report to the Vice Provost for Diversity, Equity, and Community Engagement.

### Anonymous Reporting

A Complainant is not required to reveal their identity to GWPD in order to report an incident. A person can call GWPD and ask that the information remain anonymous or use the TIPS Line at 202-994-TIPS.

Anonymous reports can also be made to the Title IX Coordinator at [titleix.gwu.edu/report-incident](http://titleix.gwu.edu/report-incident) or by calling GW's Sexual Assault & Intimate Violence (SAIV) Helpline at 202-994-7222 (24/7). The Sexual Assault and Intimate Violence (SAIV) Helpline at 202-994-7222 is a confidential crisis helpline for GW students impacted by sexual harassment, sexual assault, dating and domestic violence, and stalking.

Providing information may help the university maintain accurate records regarding the number of incidents involving students, employees, and third parties; determine if there is a pattern of conduct with regard to a particular location or Respondent; and alert the campus community to potential dangers when appropriate. Depending on the amount of information available in the anonymous report, however, the university's ability to respond with an investigation or resolution process may be limited. The university will not decline to investigate a matter based solely on whether the report was submitted anonymously.