



SEXUAL HARASSMENT POLICY

Amended: November 2004 and February 2020

Responsibility of: Governance and Nominations Committee

Applies to: Basic and Graduate Degree students; faculty; staff; residents; guests

Policy

Sexual harassment in any situation is reprehensible. It is the policy of Knox College to provide an environment wherein the Knox community, including but not limited to students, faculty, staff and residents are able to learn, study, teach and work, free from sexual harassment.

Overview

It is the responsibility of every member of the Knox Community to become familiar with and abide by this policy.

Failure to abide by this policy will result in disciplinary action up to and including dismissal.

Sexual harassment is:

1. Unwanted sexual attention of a persistent or abusive nature, made by a person who knows or ought reasonably to know that such attention is unwanted;
2. The making of an implied or express promise of reward for complying with an unwelcome sexual advance or proposition;
3. The making of an implied or express threat of reprisal, in the form of actual reprisal or the denial of opportunity, for refusal to comply with an unwelcome sexual advance or proposition;
4. Sexually suggestive remarks and behaviour, which may reasonably be perceived to create a negative psychological and emotional environment for work and study.