

GEORGE WASHINGTON UNIVERSITY POLICIES ON EQUAL EMPLOYMENT OPPORTUNITY AND SEXUAL HARASSMENT

The George Washington University has a strong commitment to equal employment opportunity and affirmative action. The University's established policy on equal employment provides that:

The George Washington University does not unlawfully discriminate against any person on the basis of race, color, religion, sex, national origin, age, disability, veteran status, or sexual orientation. This policy covers all programs, services, policies, and procedures of the University including admission to educational programs and employment. The University is also subject to the District of Columbia Human Rights Act.

The equal employment opportunity policy is incorporated into the University's Affirmative Action Plan for minorities and women, for persons with disabilities and for veterans.

The University has an internal mechanism for all residents to resolve issues relating to equal employment in the work place. The Office of Equal Employment Opportunity is available to assist residents who feel they have experienced or witnessed any form of discrimination protected by federal or local employment laws. A resident who feels that (s)he has experienced discrimination is encouraged to attempt first to resolve the issue through his/her department. However, if the resident believes that his/her department cannot properly address the concern and wishes to pursue a complaint based on alleged discrimination, (s)he may file a grievance with the University's Office of Equal Employment Opportunity within the proscribed time period. Grievances must be filed within fifteen (15) calendar days of the action that prompted the grievance or, if the grievance involves an employment termination, within ten (10) calendar days of the termination.

The University is likewise committed to providing its faculty, staff, and students with an environment free of sexual harassment. The Equal Employment Opportunity Commission, the federal agency responsible for enforcing employment discrimination laws, defines sexual harassment as:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when (1) submission to such conduct is made explicitly or implicitly a term or condition of employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or

creating an intimidating, hostile, or offensive academic or work environment.

The University has established procedures for addressing complaints of sexual harassment. If you believe that behavior of a sexual nature in the work environment may be inappropriate, you may initiate a confidential consultation by contacting the Office of Vice President and General Counsel (994-6503) or you may contact the Office of Equal Employment Opportunity (994-9656) to discuss the issue. Either of these offices can provide more information on the procedures that are available to address sexual harassment allegations. The policy on sexual harassment can be found at the following websites: www.policy.gwu.edu or www.gwu.edu/~vpgc/harass.html

RESIDENTS REQUESTING AN ACCOMMODATION

The George Washington University's commitment to equal employment opportunity and affirmative action includes a commitment to provide reasonable accommodations for residents' religious obligations and for residents who are qualified individuals with disabilities pursuant to the Americans with Disabilities Act. Should a resident need an accommodation, he or she should contact the Office of Equal Employment Opportunity at (202) 994-9656 (voice), TDD (202) 994-9650, or fax (202) 994-9658. All requests for accommodations are kept in confidence to the extent feasible by law and practice.