



COLLEGE and GRADUATE SCHOOL
of ARTS & SCIENCES
Mountain Lake Biological Station

Harassment and Misconduct Policy

1. **Zero Tolerance** – Mountain Lake Biological Station (MLBS) does not tolerate assault, abuse, harassment, discrimination, misconduct, or any violation of this policy, within the Station Grounds, at field sites, or anywhere Station-supported work is conducted or where Station residents or users may be during their stay.
2. **Commitment** – MLBS is committed to eliminating, preventing, and addressing all forms of assault, abuse, harassment, discrimination, misconduct, and bias, to the best of its ability. MLBS is committed to promoting a safe, productive, and supportive research and education environment for current and future scientists, students, employees, vendors, contractors, users, guests, and visitors. It is committed to respectfully hearing, investigating, and attempting to resolve any and all complaints of policy violation. It is also committed to supporting those impacted by misconduct.
3. **Communications** – MLBS has policies, guidelines, and communications so that Station users clearly understand behavior expectations, individual rights, resources, recourse, and reporting procedures. MLBS supports Station users in reporting policy violations.
4. **Code of Conduct** – MLBS maintains a *Code of Conduct* document which is distributed to all Station users on arrival.
5. **Dismissal** – Directors of MLBS and other University officials may **dismiss** anyone from program or class participation and may immediately **expel** anyone from the Station Grounds if they are judged to have violated this *Policy* or the *Code of Conduct*.
6. **Work Environment** – MLBS is a workplace. Everyone is expected to engage professionally with everyone else. No one at MLBS may behave to:
 - a. effect a hostile, unsafe, intimidating, or uncomfortable, working environment;
 - b. unreasonably interfere with an individual's work performance; or
 - c. otherwise adversely impact anyone's employment opportunities or working relationships at MLBS.
7. **Positions of Trust** – University staff and faculty, project, class, program, or group leaders, are all considered to hold *positions of trust*. They must comport themselves in a professional, responsible, and accountable manner, including during the performance of professional activities conducted outside the Station, such as at field sites or facilities, or

during field trips, recreational activities, conferences, or workshops. They are also responsible for promoting this policy by example, enforcing this policy, and for reporting violations.

8. **Dignity and Respect** – Everyone working or living at MLBS (including students, interns, volunteers, researchers, employees, vendors, visitors, and guests) is to be treated, and must treat others, with honor, integrity, respect, dignity and non-violence at all times. While working, living, or visiting MLBS no one may engage in conduct or action that discriminates against, denigrates, shows hostility or disrespect toward, any individual because of her or his race, religion, sex, sexual orientation, gender identity, age, national identity, disability, genetic predisposition or carrier status, or any other characteristic protected by law or University of Virginia policy. All forms of personal verbal, physical, or sexual assault, harassment, coercion, or violence are prohibited.
9. **Sexual Harassment and Misconduct** – MLBS prohibits all forms of sexual harassment and misconduct, including, but not limited to, unwelcome sexual advances or flirtation, conduct, displays, statements, innuendo, requests for sexual favors, or other verbal or physical conduct of a sexual nature when it may reasonably be perceived that:
 - a. submission to such conduct is either explicitly or implicitly a term or condition of employment; employment, class, or program evaluation outcome; participation in MLBS program or activity; or any professional opportunity; or
 - b. such conduct has the purpose or effect of materially and adversely interfering with an individual's ability to perform work at MLBS by creating an intimidating, hostile, humiliating, or sexually offensive working environment.

Examples of Improper Conduct or Actions – Unacceptable behavior includes, but are not limited to: unwelcome sexual advances, request for sexual favors, sexual remarks or jokes, inappropriate touching or assault (sexual assault is any unwanted sexual contact, up to and including rape), unwanted verbal attention, stalking, shaming, bullying, threatening, intimidating, gesturing or physical interference which impedes or blocks another's movement, demeaning or inappropriate sexually graphic posters, cartoons, photographs, videos, graffiti, or drawings.

10. **UVA policies** – MLBS is part of the University of Virginia and therefore subject to all UVA policies and procedures. [Discrimination and Harassment](http://eocr.virginia.edu/discrimination-and-harassment) (eocr.virginia.edu/discrimination-and-harassment) policy and resource material supplements and supersedes this policy and includes University policies, reporting procedures, and training resources for all student and employee issues, including Title IX.
11. **Reporting Misconduct and Resolving Complaints** – Any form of illegal, unethical, prohibited, or unwanted conduct or action should be reported to Station directors or staff, or other University officials right away. University employees (and some others) are required to report violations, and reports of violations, of University policy to University officials. So even if resolution of an issue is handled locally, a formal report may have to be

filed with the University, potentially resulting in an investigation by the University. Depending on the seriousness of the complaint, the wishes, and the disposition of those involved, resolution of a violation can be managed in any of three ways:

- a. ***One-to-one communication*** between the parties,
- b. ***Resolution with the assistance of a third party*** (e.g. MLBS staff),
- c. ***Resolution with the assistance of Office for Equal Opportunity and Civil Rights.***

Any, or all, avenues of resolution are always available and are [defined in more detail by the Office for Equal Opportunity and Civil Rights](#), who's policy supersedes this one. MLBS personnel will support and assist anyone in reporting or resolving a complaint. Again, University employees, National Science Foundation principal investigators, and others, may be required to themselves report Title IX or other state or university law, code, or regulation violations, or reports of violations, to University of Virginia authorities, the National Science Foundation, or law enforcement. Complainants should always make sure they understand if what they are reporting can be kept in confidence or not.

12. **Retaliation and False Reporting** – Retaliation for conduct reporting, and reporting an incident in bad faith or with intent to deceive or propagate a falsehood are also violations of this policy and the University of Virginia Honor Code.

Some Policies and Resources Applicable to MLBS:

- The University of Virginia [Discrimination and Harassment](http://eocr.virginia.edu/discrimination-and-harassment)
eocr.virginia.edu/discrimination-and-harassment
- The National Science Foundation [policy on Sexual Harassment](http://www.nsf.gov/od/odi/harassment.jsp)
www.nsf.gov/od/odi/harassment.jsp
- UVA Emergency and Crisis Services eocr.virginia.edu/confidential-and-other-resources
- *Just Report It* – virginia.edu/justreportit
- UVA Counseling And Psychological Services (CAPS)
434-243-5150 and 434-297-4261 after hours
- Sexual Assault Resource Agency (SARA), a private non-profit saracville.org
434-977-7273
- RAINN National Sexual Assault Hotline hotline.rainn.org/online/terms-of-service.jsp
800-656-4673
- UVA Women's Center 434-982-2252
- UVA Title IX Coordinator titleixcoordinator@virginia.edu 434-297-7643