

SSCT Rules on Sexual Harassment

- **No one has the right to sexually harass our members or meeting attendees.** Any person who is found guilty of serious harassment will be banned from future attendance or membership in the SSCT. Also, if representatives of our contractors or vendors sexually harass our members or attendees, we will demand that the company they work for takes disciplinary action and/or refuse to work with this person or company in the future.
- **Sexual harassment is never too minor to be dealt with.** Any kind of harassment can wear down individuals and create a hostile environment. The SSCT will not tolerate any harassment of our members/attendees.
- **Sexual harassment is about how we make others feel.** Many do not consider behaviors like flirting or sexual comments to be sexual harassment, thinking they are too innocent to be labeled that way. But, if something you do makes your colleagues uncomfortable, or makes them feel unsafe, you must stop.
- **We assume every sexual harassment claim is legitimate unless proven otherwise.** We listen to victims of sexual harassment and always conduct our investigations properly. Occasional false reports do not undermine this principle.
- **We will not allow further victimization of harassed members or attendees.** We will fully support members or attendees who were sexually harassed and will not take any adverse action against them.
- **Those who support or overlook sexual harassment are as much at fault as offenders.** SSCT Board Members or Officers are especially obliged to prevent sexual harassment and act when they have suspicions or receive reports. Letting this behavior go on or encouraging it will bring about disciplinary action. Anyone who witnesses an incident of sexual harassment or has other kinds of proof should report it to the SSCT President and Executive Secretary.

How to report sexual harassment

If you are being sexually harassed (or suspect another person is being harassed), please report it. In serious cases like sexual assault, please call the police and inform the SSCT President or Executive Secretary

that you plan to press charges. We acknowledge it's often hard to come forward about these issues, but we need your help to build a fair and safe meeting environment for you and your colleagues.

If you want to report sexual harassment within SSCT, there are two options:

- **Ask for an urgent meeting with the President or Executive Secretary.** Once in the meeting, explain the situation in as much detail as possible. If you have any hard evidence (e.g. emails, photos, videos, etc), forward it or bring it with you to the meeting.
- **Send your complaint via email.** If you address it to your supervisor, please CC: SSCTORG@GMAIL.COM to the email and attach any evidence or information that can be used in the investigation. The SSCT will discuss the issue and contact you as soon as possible.

If you report an assault to the police, the SSCT will provide any possible support until the matter is resolved. In any case, we will ensure you are not victimized and that you have access to relevant evidence admissible in court, like security video footage or emails (without revealing confidential information about other members or attendees.)

Inadvertent harassment

Sometimes, people who harass others do not realize that their behavior is wrong. We understand this is possible, but that doesn't make the perpetrator any less responsible for their actions.

If you suspect that someone doesn't realize their behavior is sexual harassment under the definition of this policy, let them know and ask them to stop. Do so preferably via email so you have records.

In the above cases, report to the SSCT President or Executive Secretary as soon as possible.

Disciplinary action and repeat offenders

Members or attendees who are found guilty of sexual assault will be banned from all SSCT activities after the first complaint and investigation.

We apply these disciplinary actions uniformly. Members or attendees of any sexual orientation or other protected characteristics will be penalized the same way for the same offenses.

SSCT responsibilities

First and foremost, SSCT should try to prevent sexual harassment by building a culture of respect and trust. But, when sexual harassment occurs and a member or attendee makes a complaint, the SSCT must act immediately.

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