

Dance/NYC's Sexual Harassment Policy
Board Adopted

Dance/NYC's Harassment Policy

Dance/NYC intends to provide a work environment that is pleasant, healthful comfortable, and free from intimidation, hostility, or other offenses that might interfere with work performance. Harassment of any sort, be it verbal, physical, or other, will not be tolerated. Harassment can take many forms. It may be, but is not limited to, words, signs, jokes, pranks, intimidation, physical contact, or violence. Harassment is not necessarily sexual in nature.

Sexual Harassment

Sexually harassing conduct may include unwelcome sexual advances, requests for sexual favors, or any other verbal or physical contact of a sexual nature that prevents an individual from effectively performing the duties of his or her position or creates an intimidating, hostile or offensive working environment, or when such conduct is made a condition of employment or compensation, either implicitly or explicitly.

Harassment of any kind, nature, or extent will not be tolerated. Violation of this policy will result in disciplinary action or termination.

Employees have a responsibility for keeping the work environment free of harassment. Employees who become aware of an incident of harassment, whether by witnessing an incident or being told of it, must report it to the Executive Director or Chair of the Board of Directors. Once the Executive Director or Chair becomes aware of claimed harassment, s/he is obligated to take prompt and appropriate action.

Appropriate investigation and disciplinary action will be taken. All reports will be promptly investigated with due regard for the privacy of everyone involved. Employees found to have harassed a fellow Employee or subordinate will be subject to severe disciplinary action or possible discharge. Dance/NYC will also take any additional action necessary to appropriately remedy the situation. No adverse employment action will be taken for Employees making a good-faith report of alleged harassment.

Dance/NYC prohibits any form of retaliation against any Employee filing a bona fide complaint under this policy or for assisting in a complaint investigation. However, if after investigating any complaint of harassment or unlawful discrimination, Dance/NYC determines that the complaint is not bona fide or that an Employee has provided false information regarding the complaint, disciplinary action may be taken against the individual who filed the complaint or gave false information.