

Equal Employment Opportunity and Anti-Harassment

The Institute is an Equal Opportunity Employer and is committed to complying with all federal, state and local equal employment opportunity (“EEO”) laws. The Institute prohibits discrimination against Faculty, Staff, Members, Visitors and applicants for employment because of the individual’s race, creed, alienage, citizenship, color, gender (including pregnancy), sexual orientation, gender identity or expression, marital status, partnership status, religion, national origin age, disability, genetic information or predisposing genetic characteristics, military status, domestic violence victim status, prior arrest or conviction record, or any other characteristic protected by law. This policy applies to all Institute activities, including but not limited to, recruitment, hiring, compensation, assignment, training, promotion, performance evaluation, discipline and discharge. As detailed below, this policy also bans discriminatory harassment.

The Institute will provide reasonable accommodation consistent with the law to otherwise qualified Faculty, Staff and applicants with a disability and to Faculty, Staff and applicants with needs related to their religious observance or practices. What constitutes a reasonable accommodation depends on the circumstances and thus will be addressed by the Institute on a case-by-case basis.

Discriminatory Harassment

As part of its EEO Policy, the Institute prohibits conduct that constitutes or could lead or contribute to harassment based on race, creed, alienage, citizenship, color, gender (including pregnancy), religion, national origin, age, sexual orientation, disability, gender identity or expression, marital status, partnership status, genetic information or predisposing genetic characteristics, military status, domestic violence victim status, prior arrest or conviction record, or any other characteristic protected by law. Examples of such conduct include, but are not limited to: ethnic slurs; threatening, intimidating, or hostile acts directed at a particular gender or religious group or directed at an individual because of his or her sexual orientation, color, or ethnicity; and/or use of computers (including via the Internet) or e-mail systems to view or distribute racially offensive communications.

Quid Pro Quo Harassment

Additional rules apply to individuals with supervisory authority at the Institute. No one with a supervisory role may at any time: (1) threaten or imply that an individual’s submission to or rejection of a sexual advance, or harassment or discrimination based on any other protected category, will in any way influence any decision regarding that individual’s employment, performance evaluation, advancement, compensation, assignments, discipline, discharge, or any other term or condition of employment; or (2) make any employment decision concerning an individual on any discriminatory basis.

Harassment does not require intent to offend. Thus, inappropriate conduct or language meant as a joke, a prank, or even a compliment can lead or contribute to harassment.