



## Foundation for Glacier and Environmental Research

*Funding partner of the Juneau Icefield Research Program*

### **FGER/JIRP Policy Against Sexual Harassment**

It is the policy of The Foundation for Glacier and Environmental Research (FGER) to maintain an environment free from any form of harassment on the Juneau Icefield Research Program. FGER prohibits any form of sexual harassment, whether by student, faculty or staff member, any other participant of the Program, or anyone outside but in contact with the Program while the Program is active. In addition, other sexual involvement between Program participants is strongly discouraged, as such involvement can interfere with the purposes of the Program.

#### **Sexual harassment includes the following:**

- a) unwelcome sexual advances
- b) requests for sexual favors
- c) verbal or physical conduct of a sexual nature that is intended to or actually interferes with a person's involvement with the program, or that is intended to or actually creates an intimidating, hostile, or offensive environment

These and similar types of conduct are strictly prohibited. It does not matter whether the harasser and the person to whom the harassment is directed are of the same or of the opposite sex.

#### **Complaint Procedure**

Anyone who believes he or she has been sexually harassed should immediately confidentially report the conduct believed to be harassing, regardless of the position held by the person engaging in the behavior in question, first to the Director, or if unavailable, the Camp Manager or individual in charge. If persons in those positions are not immediately available, or if for any reason reporting the harassment to them would not be comfortable, then the harassment should be reported as soon as possible to the most senior person in charge with whom you are comfortable interacting.

Anyone named above to whom a complaint of sexual harassment is made is expected to confidentially discuss the complaint and appropriate procedures to be followed in investigating that complaint first with the Director or, if not available or it is uncomfortable, to the next most senior person in charge.

#### **Confidential Investigation**

All complaints of harassment will be investigated promptly and thoroughly. Complaints will be treated confidentially, to the extent possible, in conducting a thorough and fair investigation. If the investigation confirms the validity of a complaint, prompt remedial action will be taken to stop the harassing conduct and prevent it from recurring. Remedial action may consist of disciplinary action against the harasser, up to and including termination of professional association and removal from the program at their expense.

#### **No Retaliation**

The Foundation will not tolerate retaliation or discrimination against any person who complains, in good faith, about conduct that he or she believes to be harassment.

Acknowledgement

I have read and understood the Policy Against Sexual Harassment published by The Foundation For Glacier and Environmental Research. I understand that the Foundation will not tolerate harassment of any kind, and that I must immediately report to the Camp Manager, FGER President, or other JIRP/FGER representative any conduct that I believe to qualify as sexually harassment.

Signature: \_\_\_\_\_

Printed Name: \_\_\_\_\_

Date: \_\_\_\_\_

\*This form is to be signed, scanned and returned to Deb Gregoire, Program Coordinator at either [deb.jirp@gmail.com](mailto:deb.jirp@gmail.com) or [fger.jirp@gmail.com](mailto:fger.jirp@gmail.com).