

Number: 017-0009
Title: Non-Discrimination in Education Programs or Activities
Revision Date: September 7, 2021
Responsible Party: Organizational Effectiveness

Policy Statement: This document describes expectations consistent with Title IX of the Education Amendments Act of 1972 relating to non-discrimination on the basis of sex in APL's education programs and activities.

Persons Affected: All APL Students, Interns, and Staff Members

Policy

1. In addition to APL's commitment to Equal Employment Opportunity in the workplace as stated in Policy 017-0002, APL does not discriminate on the basis of sex or gender, including sexual orientation, gender identity or expression, in its education programs and activities.
2. Similarly, APL does not tolerate sexual harassment of students, interns, or staff members in its education programs and activities.
3. APL does not tolerate retaliation against those who file a complaint, participate in a related investigation or proceeding, or advocate for another's rights under this policy.
4. APL students, interns, or staff members who have been found to have violated this policy may be subject to disciplinary action, up to and including removal from education program or activity, and termination of internship or employment.

Procedures

1. Title IX Grievance Procedure
 - a. APL's Grievance Procedure for Allegations of Sexual Harassment Under Title IX states in detail the means by which complaints sexual harassment are filed, investigated, and resolved, and it is incorporated by reference in this policy.
2. Responsibilities of Supervisors and Managers
 - a. Supervisors and managers at all levels are responsible for ensuring compliance with this policy. Any supervisor or manager who believes he or she is the subject of, or who observes or becomes aware of, by any means, a possible violation of the policy must promptly contact the Title IX Coordinator. Failure to do so may subject the supervisor/manager to disciplinary action, up to and including termination of employment.
 - b. Supervisors who have been apprised, by any means, even informally, of a possible violation of this policy cannot ensure confidentiality. APL, however, will take reasonable steps to ensure that the issue, as well as any investigation and remedy, is dealt with discreetly and as confidentially as practicable.
3. Responsibilities of Non-Supervisors/Non-Managers/Students/Interns
 - a. Any student, intern, or staff member in a non-supervisory/non-management position

involved in any of APL's educational programs or activities who believes he or she is the subject of, or who observes or becomes aware of a possible violation of this policy is expected to bring the matter to the attention of the Title IX Coordinator.

- b. A non-party, such as the parent of an APL student or intern, may also file a complaint of a potential violation this policy with the Title IX Coordinator.

Contact Anisha Vasudeva, Anisha.vasudeva@jhuapl.edu, 240-592-1382 with questions.

Revision Log		
Date	By	Description
9/7/2021	A. Vasudeva	Initial policy release; to be released on External Policies website