

Help for Victims

Students may receive professional crisis counseling through the Academy's mental health counselor, Kathleen Shine-O'Brien, M.A., LMHC, located in Health Services.

Kathleen Shine-O'Brien
kshineobrien@maritime.edu
508.830.5048

Employees may receive crisis counseling available through their GIC Health Insurance Plan.

Academy officials responsible for

compliance with state and federal laws concerning harassment and discrimination:

Elizabeth Benway

Director of Human Resources, Equal Opportunity & Diversity,
Title IX Coordinator
Office of Equal Opportunity & Diversity
508.830.5086 ebenway@maritime.edu Harrington Building

Erin DeBobes, Esq.

Affirmative Action Officer & Title IX Coordinator
Office of Equal Opportunity & Diversity
508.830.5052 edebobes@maritime.edu Harrington Building

Sexual Harassment

POLICY - DEFINITION - RESPONSE

MASSACHUSETTS MARITIME ACADEMY



Contact Campus Public Safety

If a sexual assault has occurred please contact Campus Public Safety immediately **(508.726.0798)** or **911**

The Public Safety office is located on the first floor of Bresnahan Hall and can be reached on campus at **x1025**



Massachusetts
Maritime
Academy

101 Academy Drive
Buzzards Bay, MA 02532

Sexual harassment and sexual violence in education and employment are illegal, as prohibited by Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964, as amended, Chapters 151B and 151C of the Massachusetts General Laws, and the Violence Against Women Act.



Sexual Harassment Policy

Massachusetts Maritime Academy prohibits any member of the University community from engaging in sexual harassment, sexual

assault, domestic violence, dating violence, stalking, sex or gender discrimination, or retaliation. Such behaviors fundamentally undermine the integrity of academic and employment relationships and can make the campus environment intolerable for those impacted. MMA seeks to provide an environment of dignity and respect while protecting the rights of all members of the University community or individuals otherwise having dealings with the University.



1

What is

Sexual harassment is unwelcome verbal, non-verbal and/or physical behavior of a sexual nature when submission to such conduct is a condition of or used as a basis for a person's employment or academic related decisions. If such conduct has the purpose or effect of substantially interfering with an individual's work performance or academic environment or creates an intimidating, hostile, or offensive environment it may also be considered sexually harassment.

Sexual harassment includes male or female harassers or victims, same gender harassment, or harassment because of gender identity or sexual orientation. The conduct may occur in any college program, event, or activity, on and off campus.

2

Examples of

- Repeated propositions for dates or sex.
- Discussing one's sexual activities or asking someone about their experiences.
- Sexual comments about an individual's body.
- "Pet" names calling such as "baby" or "sweetie"
- Display of sexually graphic materials.
- Lewd gestures, elevator eyes, winking, licking lips.
- Unnecessary touching, hugging, grabbing.
- Cornering or blocking passageway.
- Spreading sexual rumors, telling sexual or dirty jokes.

3

Responding to

Communicate clearly and directly to the harasser that the behavior is unwelcome and tell them to stop. Maintain a record of any incidents that occur and save any potential evidence of the harassment such as emails or text messages.

If you are a victim, have witnessed someone being a victim, or are aware of information that someone is or might be a victim, **REPORT THE INCIDENT!**

Students may report sexual harassment through their chain of command, the Commandant's Office, the Office of Equal Opportunity and Diversity, a trusted Academy administrator or faculty member, or the Academy mental health counselor. Faculty and staff may report incidents through their supervisor, the Office of Equal Opportunity & Diversity, or their union steward.

FILING A COMPLAINT

The University will respond in a prompt, impartial, and equitable manner to all claims or complaints filed pursuant to the Massachusetts State College Affirmative Action/Equal Opportunity/Diversity Plan and any supplemental MMA internal policies by conducting an investigation based on U.S. Department of Education Office for Civil Rights guidelines. A person who believes that he or she has been sexually harassed, discriminated against based on sex, stalked, victimized by a dating or domestic partner, or retaliated against for filing a related complaint, participating in an investigation of such a complaint, or protesting a sexually discriminatory practice, may file a complaint with the Office of Equal Opportunity & Diversity, or may file a charge with the state or federal agency having jurisdiction over discrimination complaints. Information regarding an appropriate federal or state agency may be obtained through the Affirmative Action Officer or a Title IX Coordinator. If the behavior is criminal, you have the right to file a criminal complaint, which will not prevent MMA from also resolving the complaint based on Academy policies.

Discrimination Complaint forms and the Massachusetts State College Affirmative Action/Equal Opportunity/Diversity Plan, which provides additional details regarding the Academy's procedures and response to harassment, may be obtained on the Academy's website (www.maritime.edu) under the Office of Equal Opportunity & Diversity quick-link. These resources are also available at the Equal Opportunity & Diversity Office located in the Harrington building.



Gay, lesbian, bisexual, and transgender members of the campus community receive equal protections from sexual harassment.

Massachusetts Maritime Academy takes all allegations of harassment very seriously, regardless of the identity of the victim or the alleged harasser. The Academy promotes a safe and respectful environment for individuals of all sexual orientations, gender identities, and gender expressions. The Academy's Safe Harbor Program is dedicated to creating an environment free of homophobia, biphobia, transphobia, heterosexism and bias. Trained Academy staff and faculty who have designated their office or work space as a safe space to discuss LGBTQ issues place a Safe Harbor decal in their work space.