



**American Legion Auxiliary
Department of Massachusetts
Massachusetts Girls State**

Sexual Harassment Policy

ALA MA Girls' State seeks to prevent harassment and address concerns that may arise from members of the Girls' State and Boys State community, as well as the community of Stonehill College. We remind our Girls' State and Boys State citizens, staff, and volunteers that we are working towards creating an environment free from harassment of any kind, and there will be zero tolerance when it comes to harassment.

Sexual harassment is an illegal form of misconduct that undermines the integrity of community relationships, and is considered unacceptable behavior at Girls' State and Boys State. All members of the community – citizens, staff, administrators, volunteers, and visitors – are entitled to a professional academic and working environment and must be allowed to work free from unsolicited and unwelcome sexual overtures.

Sexual harassment refers to behavior which is unwelcome, which is personally offensive, which debilitates morale, and which, therefore, interferes with the study and work effectiveness of victims and their colleagues. These behaviors include, but are not limited to verbal, physical, or words exchanged on virtual forums. Sexual harassment may include but is not limited to: subtle pressure for sexual activity, physical contact such as unwelcome touching of another's body or encroachment into another's personal space, the creation of a hostile environment by the display or exposure of literature, notes, gestures, or other actions perceived to be sexual in nature (e.g. offensive joke telling, whistling, catcalls, etc.).

The Massachusetts Girls' State and Boys' State programs are committed to addressing concerns of sexual harassment, should they arise, by thoroughly investigating any complaints that they receive. Girls' State and Boys' State will address concerns in a manner that will, to the best of their abilities, protect the confidentiality of the parties involved. Girls' State and Boys' State programs are also committed to taking the appropriate action as necessary to address sexual harassment, including but not limited to dismissal from campus and reporting to a student's high school principal or guidance counselor. Retaliation against an individual who has reported sexual harassment and retaliation against individuals for cooperating in an investigation of a sexual harassment complaint is unlawful and will not be tolerated by Girls' State and Boys' State.

Any concerns about sexual harassment should be taken to the Girls' State and/or Boys' State Director or Nurse. Counselors, staff and Auxiliary Members are required to report concerns they witness or hear about to their Director. Girls' State and Boys' State citizens should feel empowered to report concerns to their counselors, any staff, the Directors of the Program or the Nurse. Any Counselor or staff that is found to have not reported concerns about sexual harassment they were told or witnessed will be required to leave and not asked back to the program. Anyone determined by the Girls State or Boys State Director or Nurse to have committed an act identified as sexual harassment will be immediately sent home. Citizens' parents/guardians will be notified as well as the school leadership of which they attend.

Sexual harassment will not be tolerated at the Massachusetts Girls' State and Boys' State Programs.

Print name of citizen

Date

Signature of citizen

Print name of parent/guardian

Date

Signature of parent/guardian