

This document explains how IIE-SRF defines sexual harassment, sexual exploitation and abuse, and consent. It also provides information on how to report an incident of sexual harassment or sexual exploitation and abuse during your IIE-SRF fellowship.

Definitions

Sexual Harassment is unwelcome and/or inappropriate behavior of a sexual nature directed at an individual or individuals. There is a range of behavior that falls under the term “sexual harassment,” including verbal, non-verbal, technological, or physical actions.

Some examples of sexual harassment include (but are not limited to):

- Making inappropriate or derogatory remarks, jokes, or comments, especially those about someone’s appearance, body, style, etc.
- Making vulgar or inappropriate gestures.
- Sending unwanted sexual advances in person or via email, text message, or on social media.
- Commenting inappropriately about someone’s appearance, in person or via email, text message, or on social media.
- Displaying or sending pornographic images, cartoons, or graphics on computers, emails, cellphones, etc.
- Unwelcome and/or inappropriate touching, including sexual assault.

Sexual Exploitation and Abuse (SEA) is a form of sexual harassment that:

- Explicitly involves a power dynamic between the perpetrator and the target.
- When there is a potential threat/harm if an individual does not consent, or if there is a potential benefit to consenting.

Consent is the agreement made between individuals to engage in an activity, like an intimate relationship.

- Consent should be clearly communicated agreement without coercion (implied or expressed threats) or persuasion (convincing and reasoning).
- Consent cannot be given by individuals who are underage, intoxicated or incapacitated, asleep or unconscious. Unequal power dynamics (like between a professor and a student) also means that consent cannot be freely given.

Important considerations:

- **Impact vs intent.** While actions or words may not be intended to offend, an action or word is considered sexual harassment based on the impact it has on the individual who receives the action or words. This is especially important to consider in a multi-cultural environment, as what is considered appropriate/inappropriate varies. For instance, in some cultures it is common for a man to complement a woman’s clothing; however, in others it is considered an inappropriate sexual advance.
- **Consent.** The most important issue when determining if something is sexual harassment is consent. This can be difficult to determine if there is a power dynamic involved because there may

be implicit consequences for not consenting to an action. For instance, an employee may feel obligated to respond positively to their supervisor's sexual advances for fear of losing their job.

- **Respect.** Ultimately, not engaging in sexual harassment is about respect – respecting people's dignity and boundaries. It is always most important to ensure that behaviors and actions are not doing harm to others and to remember that people's comfort and boundaries are individually defined. For instance, some people may welcome a hug while others find it too personal and uncomfortable. When in doubt, don't do it.
- **It's about power.** Sexual Exploitation and Abuse (SEA) always includes a dynamic where the perpetrator is abusing their power over the target of their sexual advances. The issue of explicit power inequality is important here – as it creates a dynamic where consent to an action is made through implicit or explicit coercion. An example of implicit coercion is when an employee may feel obligated to respond positively to their supervisor's sexual advances for fear of losing their job. An example of explicit coercion is if a professor promises high marks in return for sexual favors from a student.

How to Report an Incident of Sexual Harassment or Sexual Exploitation & Abuse

IIE-SRF takes sexual harassment (SH) and sexual exploitation and abuse (SEA) seriously. If you feel that you have experienced either during your time as an IIE-SRF scholar, you can choose to report the issue and seek support from the IIE-SRF team. This is applicable in all cases – including experiencing SH/SEA perpetrated by individuals on your campus or IIE staff members.

The IIE-SRF team follows a **survivor-centered approach** to supporting scholars who report sexual harassment or SEA. This means that IIE-SRF will always:

- Take your report and concerns seriously and respond compassionately.
- Do as much as possible to maintain confidentiality and anonymity. (*See note below for exceptions.*)
- Inform you about your options to (1) seek amends or (2) gather resources for support.
- Respect your decisions on how you would like to move forward.
- Follow up with you as needed.

The IIE-SRF team strives to uphold confidentiality and anonymity of all reports; however, there are certain times that is impossible, including in situations where a crime may have been committed or there is a risk of physical harm. This will always be communicated with you, and we will strive to support you in deciding how to move forward.

To report an incident that you have experienced and seek support, you can choose from the following reporting pathways:

- Contact your IIE-SRF Program Officer. (Note that the program officer would need to share this information with IIE-SRF management.)
- Contact Janice D'souza, who serves as IIE's gender expert, at JDsouza@iie.org. (Note that Janice would need to share this information with IIE-SRF management.)
- Contact a member of IIE-SRF management. You can reach out to IIE-SRF Director James Robin King at jking@iie.org or 212-205-6496 or IIE-SRF Assistant Director Danielle Alperin at dalperin@iie.org or 212-205-6433.
- Contact confidentialreport@iie.org, which is monitored by IIE employees who are not part of the IIE-SRF team.

There may be available options of reporting SH/SEA at your host institution as well. You can always seek recourse and support via those options or an IIE-SRF team member can support you in finding resources to seek support in your location.