



## **Board Resolution Reaffirming the Philadelphia Association of Jungian Analysts Non-discrimination & Anti-harassment Policy**

*Adopted Unanimously by the Board of Directors on July 12, 2020*

**W**hereas, the Board of Directors of PAJA wishes to reaffirm and restate our school's Non-discrimination and Anti-harassment policies, which have guided our school since its creation in 1987.

Therefore, be it resolved, that the following Non-discrimination and Anti-Harassment Policies are readopted by the Board as follows:

### **PAJA Non-discrimination Policy**

PAJA admits students of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status to all the rights, privileges, programs, and activities generally accorded or made available to students at the school. It does not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status in administration of its educational policies, admissions policies, or scholarship policy.

It is PAJA's policy that no one shall be treated differently, separately, or have any action directly affecting him or her taken on the basis of race, religion, national origin, marital status, sex, sexual orientation, gender identity, or disability where a person is otherwise qualified or could be with reasonable accommodation.

The immediate remedy for any act of discrimination shall be to end it, treat the individual equally, and, as much as practically possible, to eradicate any effects of discrimination. Discipline should be imposed where appropriate.

### **PAJA Anti-harassment Policy**

PAJA is committed to providing all students with a safe and supportive school environment. Members of the PAJA community are expected to treat each other with respect. Teachers and other staff members are expected to teach and to demonstrate by example that all members of the community are entitled to respect.

Harassment of a student by another student or by a teacher or other staff member is a violation of school policy. This includes (but is not limited to) harassment based on race, national origin, marital status, sex, sexual orientation, gender identity, religion, or disability. Punishable harassment is conduct, including verbal conduct,

- (1) that creates (or will certainly create) a hostile environment by substantially interfering with a student's educational benefits, opportunities, or performance, or with a student's physical or psychological well-being; or
- (2) that is threatening or seriously intimidating.

Sexual harassment is a form of harassment that also violates school policy. Punishable sexual harassment is an unwelcome sexual advance or sexual conduct, including verbal conduct,

- (1) that is tied to a student's educational benefits, opportunities, or performance, or to a student's physical or psychological well-being;
- (2) that creates (or will certainly create) a hostile environment by substantially interfering with a student's educational benefits, opportunities, or performance, or with a student's physical or psychological well-being; or
- (3) that is threatening or seriously intimidating.

To prevent harassment in the first instance, staff members should inform why harassment is wrong and teach that tolerance and respect are essential to a free society. In response to an act of harassment, staff members should intervene immediately to stop the harassment and, if appropriate, should punish the harassment promptly, consistently, and proportionately to the seriousness of the act. But the response should not end there; rather, staff members should deter future harassment with continuing lessons of tolerance and respect.

### **Reporting Harassment**

If a student or PAJA analyst member feels that he or she has been harassed on the basis of his or her sex, sexual orientation, race, national origin, ethnic background, or any other legally protected characteristic they should immediately report the matter to the Chairperson of the PAJA Ethics Committee. If the Chairperson of the PAJA Ethics Committee is not available, or if the student or analyst member feels it would be unproductive to inform the Chairperson of the PAJA Ethics Committee, the student or analyst member should immediately contact the PAJA Director of Training. Once the matter has been reported it will be promptly investigated and any necessary corrective action will be taken where appropriate. All complaints of unlawful harassment will be handled by the PAJA Ethics Committee in as discreet and confidential a manner as is possible under the circumstances. The procedure for reporting incidents of harassing behavior is not intended to impair, replace, or limit the right of any student or PAJA analyst member to seek a remedy under available state or federal law by immediately reporting the matter to the appropriate state or federal agency.

### **Disciplinary Measures for Harassment**

Any PAJA member analyst engaging in improper harassing behavior will be subject to disciplinary action, including the possible termination of membership in PAJA. Not every instance of harassing behavior will warrant termination of membership, but some may.