



Innovation for Youth Anti-Harassment Policy

Innovation for Youth is committed to providing all participants, staffers and volunteers with a safe and supportive learning environment. Members of the Innovation for Youth community are expected to treat each other with respect. Innovation for Youth instructors 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 program participant by another participant or by an instructor or other staff member is a violation of Innovation for Youth 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 participant's learning, opportunities, or performance, or with a participant's physical or psychological well-being; or (2) that is threatening or seriously intimidating.

Sexual harassment is a form of harassment that also violates Innovation for Youth policy. Punishable sexual harassment is an unwelcome sexual advance or sexual conduct, including verbal conduct, (1) that is tied to a participant's educational benefits, opportunities, or performance, or to a participant's physical or psychological well-being; (2) that creates (or will certainly create) a hostile environment by substantially interfering with a participant's learning benefits, opportunities, or performance, or with a participant's physical or psychological well-being; or (3) that is threatening or seriously intimidating.

To prevent harassment in the first instance, Innovation for Youth staff members will foster a positive learning environment. In response to an act of harassment, staff members should intervene immediately to stop the harassment and, if appropriate, should apply consequences for the incident of harassment promptly, consistently, and proportionately to the seriousness of the act. All incidents of harassment should be reported to the Innovation for Youth Director and will be reported to state or federal authorities as required by law. Retaliation against anyone who reports harassment; is prohibited and Innovation for Youth, to the extent possible, will protect the confidentiality of anyone who is involved in a report of harassment.



Innovation for Youth Anti-Discrimination Policy

Innovation for Youth is committed to equal opportunity for all participants, staff and volunteers.

It is Innovation for Youth 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. Consequencies or remedies for any incident of discrimination may be imposed as appropriate by the Director of Innovation for Youth.