

Anti-Harassment Guidelines of the LIGO Scientific Collaboration

FAQ

What is harassment?

The LSC adopts the broad definition of sexual and other harassment by the American Astronomical Society (<http://aas.org/policies/anti-harassment-policy>.) Harassment is a form of abuse and discrimination. It is an illegal practice in many countries. In the United States, it is a violation of Title VII of the Civil Rights Act of 1964. Specific examples of harassment include, but are not limited to, unwelcome sexual advances, requests for sexual favors, stalking, repeated and unwelcome proposals or invitations at work-unrelated events, and other inappropriate verbal or physical conduct by LSC members that may be used as a basis of employment decisions in the LSC, interfere with an individual's work performance or create an intimidating, hostile, or offensive working environment at LSC meetings and events.

Who can be a victim of sexual harassment?

Anybody. The victim may be a person of any sexual orientation or gender identity.

Can you be harassed by a person of the same sex?

Yes. The victim does not have to be of opposite / different sex from the harasser.

What happens if I experience any retaliation for reporting sexual harassment?

Retaliation is illegal in many countries. In the United States, retaliation for filing a complaint of sexual harassment or complying and participating in a sexual harassment investigation is illegal under Title VII of the Civil Rights Act of 1964. The LSC will NOT tolerate any form of retaliation against a member reporting sexual harassment.

If I ignore sexually harassing behavior, will it stop?

It is likely that it will not. Data show that harassers are typically repeat offenders.