

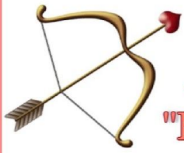


# Kappa Iota Sigma Sorority



P.O. Box 465

Roosevelt, NY 11575



"Beauty is Essential to the Soul"



## Sexual Harassment and Abuse

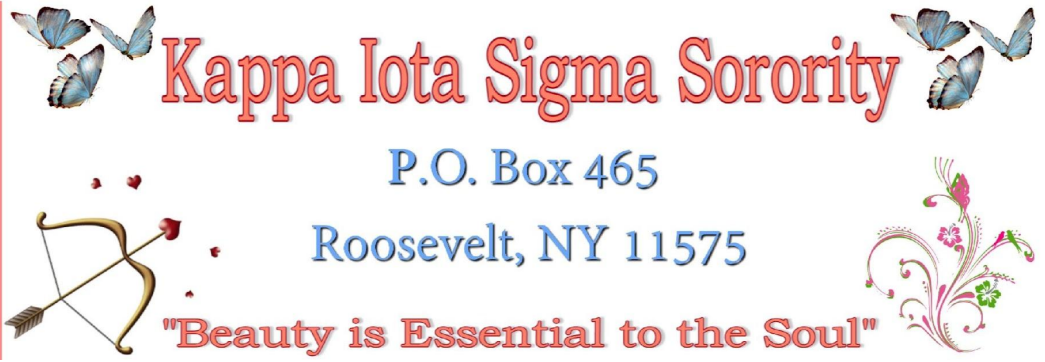
Kappa Iota Sigma Sorority will not tolerate sexual harassment in any form. Violation of this policy subjects an offending person to disciplinary action up to and including recommendation of expulsion from the Sorority. This policy applies to all individuals: aspiring members, active members, and local, regional and national officers of the sorority.

Definition: Sexual harassment consists of unwelcome sexual advances, requests for sexual favors or other verbal or physical acts of a sexual nature where:

- (1) submission to such conduct is made either explicitly or implicitly a term or condition of membership in the Sorority;
- (2) a Sorority decision is based on an individual's acceptance or rejection of such conduct; or
- (3) such conduct interferes with an individual's membership in the Sorority or work for the Sorority or creates an environment which is intimidating, hostile or offensive to a reasonable person of the same sex as the recipient.

Sexual harassment is a form of misconduct that is unacceptable because it is demeaning to another person and undermines the integrity of the Sorority.

Sorority members and aspiring members at all times should treat others respectfully and with dignity in a manner which does not offend the sensibilities of another person. Actions taken by nonmembers, relating to Sorority business, may also constitute sexual harassment and should be promptly reported.



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## Complaint Procedure

Any person who feels that he may have been sexually harassed should immediately contact the National Executive Director to report the incident. The National Executive Director will counsel the reporting person as to his options and will promptly proceed to investigate the issue in as confidential a manner as possible. Kappa Iota Sigma Sorority will take action to resolve reported sexual harassment issues in a thorough and unbiased manner without regard to the identities or positions held by either the reporting person or the person charged with the sexual harassment. Members will not have their status with the Sorority adversely affected as a result of bringing complaints of sexual harassment. Where sexual harassment is established, the appropriate disciplinary action will be taken.

Any sorority members who become aware of any possible sexual harassment should immediately advise the National Executive Director who will advise the individual reporting the behavior on the appropriate steps to be taken.

Perspective Member

Signature: \_\_\_\_\_

Date: \_\_\_\_\_  
\_\_\_\_\_

Chapter President

Signature: \_\_\_\_\_

Date: \_\_\_\_\_  
\_\_\_\_\_