



Anti-Harassment Policy

The Pediatric Orthopaedic Society of North America (POSNA) is committed to providing an environment that is free from discrimination. Members should be aware that discrimination may take the form of harassment such as sexual and other forms of harassment. Because POSNA will not tolerate harassing words and actions, all members should understand what harassment is, how to report harassment, what happens when harassment is reported, and what discipline may be expected as a result of harassment. POSNA encourages members to bring any incidents of harassment to the immediate attention of the Executive Director.

What is sexual harassment?

Sexual harassment is many things -- unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature are all forms of sexual harassment. There are two types of sexual harassment. The first is what most people think of – an individual feels he or she has to tolerate the offensive conduct because the individual's position within POSNA depends upon it. The second kind of harassment is where the offensive conduct unreasonably interferes with an individual's work performance by creating an intimidating, hostile, or offensive environment. Neither kind of sexual harassment will be tolerated at POSNA.

Who is involved?

It is possible for individuals to be sexually harassed by co-workers, leaders, members, or by outsiders who conduct business with the POSNA. It is possible for women to be harassed by men, men to be harassed by women, men to be harassed by men, and women to be harassed by women.

What are other forms of harassment?

Harassment may take other forms such as harassment that is based on a person's race, religion, ethnicity, gender, or other legally protected characteristic. As with sexual harassment, these forms of harassment will not be tolerated.

How should harassment be reported?

Any individual who feels harassed should report the problem promptly to the Executive Director. If the complaint is about the Executive Director, the complaint may be made to the Society President. A complaint may be made by phone, in writing, by email, or in person.

What will happen to an individual who makes a report?

Individuals who report harassment in good faith will not be subjected to reprisals or other adverse consequences. All information concerning a complaint, investigation, or determination will be communicated only to the parties involved and will be treated as strictly confidential.

How will a report be investigated?

The POSNA will investigate all reports of harassment promptly, fairly, and thoroughly. Typically, investigations will be conducted discretely. An investigation will include interviews with the complainant, the accused, and any actual or possible witnesses or other persons involved.

What disciplinary action can be expected?

Anyone engaging in harassment will be subject to disciplinary action, ranging from a written warning or suspension, to termination. The severity of the discipline will depend on the seriousness of the offense and on the individual's past record. At a minimum, anyone found to have engaged in harassment will receive a written warning and be required to take anti-harassment training. In addition, any individual who knowingly makes a false charge of harassment will be disciplined. An individual may appeal a determination or the resulting discipline to the Executive Committee, whose decision will be final.