



## Reproductive Health Supplies Coalition Discrimination and Harassment Policy

### Purpose

The purpose of this Policy is to set forth the Reproductive Health Supplies Coalition’s (RHSC or Coalition) standards prohibiting discrimination, harassment, and sexual harassment at any event or in association with any activity undertaken under the auspices of the Coalition. This Policy encompasses discrimination, harassment, and sexual harassment in particular; the means for reporting allegations of such discrimination or harassment; and RHSC procedures addressing such allegations.

### Policy Statement

Most RHSC member organizations have in place some internal policies relating to discrimination and harassment. The RHSC is not itself an employer, but its unique convening role can give rise to social contexts where the norms governing accepted workplace behavior may be improperly ignored. These contexts hold the potential for power imbalances, cultural misunderstandings, and other factors that can create an intimidating, uncertain, or even hostile environment. With this understanding, the RHSC is committed to maintaining an environment free from discrimination, harassment, and other forms of coercion that impede collaboration or the well-being of any community member.

### Policy Against Discrimination

The RHSC prohibits discrimination against any individual, whether on the basis of race, religion, sex, age, national origin, disability, familial status, sexual orientation, gender identity or expression, pregnancy, or any other protected category.

### Policy Against Harassment

The RHSC is committed to maintaining an environment free from harassment. We define harassment as encompassing comments, intimidation, bullying or other actions directed towards another’s race, religion, sex, age, national origin, disability, familial status, sexual orientation, gender identity or expression, pregnancy, or any other protected category.

### Policy Against Sexual Harassment

The RHSC does not tolerate sexual harassment, which we define as unwelcome sexual advances, requests for sexual favors, verbal or physical conduct of a sexual nature, or any other behavior of a sexual nature. Sexual harassment does not require intent to offend, humiliate, or intimidate another person. Inappropriate conduct or language meant as a joke, or even a compliment, can lead or contribute to harassment. Examples of conduct that may constitute or lead to sexual harassment include, but are not limited to:

<i>Physical</i>	<i>Verbal</i>	<i>Visual</i>
<ul style="list-style-type: none"> <li>• Assault</li> <li>• Inappropriate touching</li> <li>• Gesturing</li> </ul>	<ul style="list-style-type: none"> <li>• Graphic verbal comments about an individual’s body or appearance</li> <li>• Jokes, remarks, or questions of sexual or flirtatious nature</li> </ul>	<ul style="list-style-type: none"> <li>• Inappropriate, sexually explicit images</li> </ul>

<ul style="list-style-type: none"> <li>• Grabbing</li> <li>• Kissing</li> <li>• Leering</li> <li>• Blocking</li> </ul>	<ul style="list-style-type: none"> <li>• Propositions for sexual activity</li> <li>• Deceptive overtures leading to sexual entrapment</li> <li>• Not taking no for an answer</li> <li>• Sexually degrading words used to describe an individual</li> </ul>	<ul style="list-style-type: none"> <li>• Inappropriate, sexually explicit messages, emails, etc.</li> </ul>
--	--	---

Sexual harassment may involve a series of incidents or a single one-time incident. It may occur between any two persons regardless of gender and may extend beyond working hours. It may even extend outside of the physical workplace, if the event or circumstance bringing the parties together can reasonably be considered an extension of the workplace.

We recognize, however, that due to the nature of reproductive health, sexually explicit discussions often constitute an integral part of the RHSC’s work. Appropriate communications conducted in connection with that work do not constitute sexual harassment except in the unusual circumstance that they fall into the kinds of prohibited conduct set forth above.

**Principles regarding discrimination and harassment**

The Executive Committee, as the RHSC’s governing body, delegates responsibility for oversight and implementation of this discrimination and harassment policy to the RHSC Secretariat which is the Coalition’s administrative and managing body.<sup>1</sup> In that capacity, the RHSC Secretariat will undertake the following activities:

1. Reinforce the seriousness with which the RHSC views discrimination and harassment as inimical to our community values. We will do so through explicit recognition in the RHSC’s terms of reference (TOR) and through the establishment of mandatory sign-on requirements for participation at RHSC-hosted meetings.
2. Provide a platform for any infringements to be heard and, if desired, communicated to relevant parties, which may include the complainant’s host organization. The platform will include a dedicated email address and designation of responsible persons that include both men and women.
3. Directly confront public instances of discrimination or harassment that serve as a visible affront to the community as a whole. To that end, the RHSC Secretariat will ensure that all its staff has completed a bystander-intervention training.
4. Take any pursuant action only with the expressed consent of the complainant, which could include documentation, resolution amongst parties, or remedial action. The RHSC Secretariat will make every effort to protect the confidentiality of parties involved in complaints under this policy. Should the decision be made not to pursue any action, then the RHSC Secretariat’s responsibility to act upon this specific complaint ends.
5. Individuals who fail to adhere to this policy may be subject to an independent investigation, which could lead to remedial action, including possible exclusion from participating in future RHSC events or activities.

---

<sup>1</sup> Insofar as PATH serves as the managing entity of the RHSC Secretariat, PATH’s personnel policies and procedures will guide their implementation of this policy. This may include, if necessary, the right to conduct investigations.

6. Report to the RHSC Executive Committee on an annual basis any instances of discrimination or harassment brought to the attention of the RHSC Secretariat while maintaining confidentiality of reports.

#### **Obligations of representatives of RHSC member organizations**

For their part, representatives of member organizations involved in any RHSC-sponsored activity agree to the following:

1. To accept and adhere to the discrimination and harassment policy set forth herewith and in the registration materials for all Coalition events.
2. To report in a timely manner any instances of discrimination or harassment, witnessed or heard about, to designated Secretariat staff.
3. To accept that sexually explicit discussions are an integral part of our work and that communications conducted in connection with that work do not, ipso facto, constitute sexual harassment.
4. To accept remedial action and/or exclusion from future RHSC events or activities, should they be deemed to be in violation of this policy.

#### **Procedures for complaints and/or reports of discrimination and/or harassment**

Complaints and/or reports can be sent to a dedicated email address: [report@rhsupplies.org](mailto:report@rhsupplies.org). Alternatively, individuals may send such complaints directly to the RHSC Director; Deputy Director; or Senior Finance and Administration Manager. If there is reason to report outside of the RHSC Secretariat, please send complaints directly to the Chair of the Coalition.

#### **Inquiries regarding this policy**

Individuals with comments and questions about this policy may direct their inquiries to the RHSC Director; Deputy Director; the Senior Finance and Administration Manager, or to the RHSC Secretariat staff lead of any one of the RHSC's Implementing Mechanisms.