



**NATIONAL ASSOCIATION OF SCHOOL PSYCHOLOGISTS**

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*Enhancing the mental health and  
educational competence of all children.*

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## **SEXUAL HARASSMENT POLICY**

The National Association of School Psychologists is committed to a policy of nondiscrimination on the basis of race, religion, age, national origin, disability, gender, or sexual orientation. Sexual harassment by staff, leadership, or members is specifically prohibited at the central office and in all Association functions and activities.

Sexual harassment can take the following forms:

1. Requiring a staff member or leader to submit to unwelcome sexual advances or conduct as an expressed or implied condition of receipt of the benefits of employment or leadership.
2. Subjecting a staff member or leader to a hostile work environment through unwelcome actions or comments of sexual nature that make a person feel uncomfortable and interfere with his or her ability to do the job and obtain advancement; or through physical actions, such as touching or grabbing, offensive jokes, comments, or suggestions; or through nonverbal conduct such as staring or offensive gestures; or through other sexually oriented and unwanted behavior may constitute sexual harassment.

If an individual member experiences sexual harassment and believes that an informal solution of the situation is unlikely, he or she should report the incident to the appropriate level of the NASP leadership or management.

The Association is committed to investigating all complaints in a timely manner and taking all warranted corrective action. No staff member or leader shall be subject to adverse employment conditions from any good faith report of sexual harassment under this policy.