



EAST - WEST CENTER

East-West Center Policy Against Harassment, Discrimination, and Sexual Misconduct

[Quick Reference Guide]

Prohibited Conduct

Harassment and Discrimination: The Center strictly prohibits and does not tolerate harassment or discrimination based on:

race	sex	marital status	Citizenship
color	sexual orientation	national origin	arrest and court record
religion	gender identity	ancestry	credit history
age	gender expression	genetic information	income assignment for child support
disability	pregnancy	military/veteran's status	Domestic or sexual violence victim status

or any other classification protected under state or federal law.

Examples of Harassment & Discrimination:

Any abusive, intimidating, hostile, offensive, or other unwelcome verbal, nonverbal, or physical conduct based on any of the above categories

Examples of Sexual Harassment:

Any unwelcome sexual advances, requests for sexual favors, and other verbal, physical, or online conduct of a sexual nature

Sexual Misconduct—Title IX: The Title IX Policy (a subset of the broader policy discussed here) specifically prohibits the following misconduct:

Dating violence	Sexual assault	Sexual harassment (that is “severe and pervasive”)
Domestic violence	Sex-based stalking	

Retaliation: The Center expressly prohibits retaliation against an individual who has complained of harassment relative to the protected categories. Retaliation is defined as any materially adverse action against a person who reports, complains about, or who otherwise engages in protected activity under this policy.

Who to Contact?

If you have *any* questions or experiences related to harassment, discrimination, sexual misconduct, or support services available to you, contact the **Title IX Coordinator**—this person addresses *any* violation of the broader EWC policy discussed here, as well as acts that specifically fall under Title IX.

IMPORTANT: Initial communication with the Title IX Coordinator focuses on providing *information, resources, and support services* that are available to you; it *does not* require making a formal report or disclosing details of an incident.

Title IX Coordinator
Paul Adrians (Interim)
TitleIX@eastwestcenter.org
808-944-7209

Alternatively, you can contact a **Confidential Resource** listed below.

Privacy vs Confidentiality

Private Resources: The **Title IX Coordinator** will keep your identity private *within the limited circle of other EWC staff* who are necessary for conducting any further investigation requested and resolving the issue at hand. The Title IX Coordinator will do its best to honor your wishes for confidentiality, taking into consideration all the factors of the situation at hand.

Confidential Resources: If you want to discuss an incident with full confidentiality, the resources listed below are available to you and *will not* share any information with EWC staff.

UHM Confidential Advocate (for full-time University of Hawai'i students only)

Located on UHM campus at QLCSS 210, 808956-9499, manooadv@hawaii.edu

If you think you may have experienced sex-or gender-based discrimination, harassment, sex assault, domestic/dating violence, or stalking, you can talk about options, resources and supports without triggering a mandatory Title IX report. Please call or email to make an appointment. Same day is first come, first served.

Sex Abuse Treatment Center of Hawai'i (open to all EWC participants)

Located at Kapi'olani Medical Center for Women and Children (5 minutes by car from UHM Campus)

24-hour hotline: (808) 524-7273

Provides counseling advice, medical care, and other services for victims of sexual assault. A medical forensic examination is available for any victim to ensure proper medical attention and to preserve evidence. Crisis counseling is also available as well as long-term clinical therapy.

National Sexual Assault Hotline (open to all EWC participants)

(800) 656-4673--<https://www.rainn.org/about-national-sexual-assault-telephone-hotline>

National hotline providing confidential support for survivors of sexual assault by connecting callers to resources and support services.

Domestic Violence Action Center (Hawai'i) (open to all EWC participants)

(808) 531-3711 (8:30am-4:30pm Hawai'i Standard Time)--DomesticViolenceActionCenter.org

Provides legal services, information, and resources to survivors of domestic violence.

National Domestic Violence Hotline (open to all EWC participants)

(800) 799-7233--TheHotline.org/About

24/7 national hotline providing free and confidential support and crisis intervention information, education, and referral services in over 200 languages.



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