

Southern Kenyan Rift Project 2019 Conduct Policy

The Southern Kenyan Rift Project (SKRP) maintains a **zero-tolerance** stance on harassment. SKRP is a work place and as a member of this community you are expected to behave toward all other participants with kindness, collegiality, and dignity. To promote that environment, SKRP is committed to equal opportunity and treatment for all project participants, regardless of gender, gender identity or expression, race, color, national or ethnic origin, religion or religious belief, age, marital status, sexual orientation, disabilities, medical condition, genetic information, military or veteran status, or any other reason not related to scientific merit. Harassment (defined below) or bullying of any kind will not be tolerated, and any form of harassment is grounds for dismissal from the project.

Additional definitions and information can be found in the American Museum of Natural History's Anti-Harassment Policies and Procedures document.

Definition of Harassment

Harassment refers to behavior that is not welcome or is personally offensive, including but not limited to: epithets, slurs, or negative stereotyping; threatening, intimidating, or hostile acts; denigrating jokes; display or circulation of written graphic material that denigrates or shows hostility or aversion towards an individual or group. Harassment intended in a joking manner still constitutes unacceptable behavior.

Definition of Sexual Harassment

Harassment or discrimination on the basis of sex is prohibited at the SKRP. Sexual harassment refers to unwelcome sexual advances, requests for sexual favors, and other unwelcome verbal or physical conduct of a sexual nature, including:

Unwanted Physical Conduct

- Non-consensual touching, grabbing, rubbing, shoulder massages, pinching, or brushing up against one's body
- Non-consensual sexual contact or activity

Unwanted Verbal Conduct

- Sexual invitations, advances, or jokes
- Comments on an individual's body, physical attributes, clothing or appearance
- Whistling
- Discussing sexual activity or anecdotes
- Discussing someone's sex life, sexual deficiencies or prowess
- Sexual or offensive name calling

Other Unwanted Conduct

- Displaying sexually suggestive objects, pictures, cartoons, memes, videos, etc.
- Lewd emails, voicemails, or texts
- Sexually suggestive posts on social media
- Lewd gestures
- Staring or leering in a sexually suggestive manner

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If you experience or witness a fellow participant violating the sexual harassment policy, you are strongly encouraged to tell a Project Director. We understand that not everyone feels comfortable reporting to a senior staff member, so included below is a list of reporting options. With any of these reporting options, you are under no obligation to share any information you are not comfortable sharing. While in the field, any project personnel may request to use project cell phones or Garmin satellite texting at any point and with no questions asked.

Reporting Options:

1. Contact the **Title IX Coordinators at the American Museum of Natural History**. The Title IX Coordinator can talk to you about your reporting options, connect you to appropriate resources, and provide support measures. Contacting the Title IX Office does not automatically result in a police report or a formal investigation. Dan Scheiner (Vice President of Human Resources) is the Title IX Coordinator and can be reached at dscheiner@amnh.org or 212-769-5109.
2. Contact the **Director of Administration and Human Resources at the National Museums of Kenya**. Administration and Human Resources can be reached by calling 0208164134, extension 2322 or 2361.
3. Contact the **Kenyan Police** and/or **NY Police Department (NYPD)** to make a police report. Kenyan police can be reached via within country dialing of hotline numbers 999, 112, or 911, or the Kenya Police Headquarters at 0203532198. The NYPD sex crimes phone number is +1 212-267-RAPE. Calls to NYPD represent an official report of sexual misconduct and this option provides the least amount of flexibility regarding anonymity.
4. Report to a **SKRP Project Director**. Project Directors will report any information they receive regarding a harassment issue to their institutional coordinator. Once the Project Director shares the information with the institutional coordinator, you will receive outreach about options and resources. Project Directors **Ashley Hammond** (reporting to American Museum of Natural History Title IX Coordinator) and **Kyalo Manthi** (reporting to Human Resources at the National Museums of Kenya). Reporting to a Project Director can occur in person or via email (ahammond@amnh.org; fkmanthi@museums.or.ke).

The SKRP is committed to maintaining a safe and inclusive environment conducive to research. Harassment or discrimination of any kind is considered counter-productive to that inclusivity and is prohibited.

By signing below, I acknowledge that I have read, understand, and agree to abide by the provisions set forth in this policy. By signing I also acknowledge that I have received the American Museum of Natural History's Anti-Harassment Policies and Procedures document.

Print Name

Signature

Date