

## **Statement on Sexual Harassment**

NBS-AERho, the National Electronic Media Association, recognizes its responsibility to all members to maintain an environment free of sexual harassment. Given the differential power relationship between student and professional members, NBS-AERho maintains a zero-tolerance for all types of sexual harassment.

Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other inappropriate verbal or physical conduct of a sexual nature. Any member who believes that he or she has been sexually harassed should notify his or her chapter advisor, the Executive Director or another member of the Board of Governors as appropriate. NBS-AERho will investigate all complaints regarding sexual harassment safeguarding the due process and privacy rights of all parties involved.

Upon the conclusion of any investigation involving allegations of sexual harassment, NBS-AERho will take any and all action deemed appropriate. This action may include but is not limited to censure, dismissal from one's position, or the filing of impeachment proceedings in the event that the offender is a member of the Board of Governors.

Annually, the Board of Governors will appoint a Governor to be the primary officer for receiving complaints. Jamie Byrne-McCollum serves in that position for 2017-2018.

Any allegations of sexual harassment that occur on a college or university campus should also be reported to the appropriate campus authority.