

Sexual Harassment Policy

Sexual harassment is especially serious when it threatens relationships between teacher and student or supervisor and subordinate. In such situations, sexual harassment exploits unfairly the power inherent in a faculty member's or supervisor's position. Through grades, wage increases, recommendations for graduate study, promotion, and the like, a teacher or supervisor can have a decisive influence on a student's, staff member's, or faculty member's career at the university and beyond.

While sexual harassment most often takes place in situations involving a power differential between persons, the university also recognizes that sexual harassment may occur between persons of the same university status. The university will not tolerate behavior between or among members of the university community that creates an unacceptable work or educational environment.

1. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when one of the following criteria is met:
 - a. submission to such conduct is made either explicitly or implicitly a term or condition of the individual's employment or of the individual's status in a program, course or activity; or
 - b. submission to or rejection of such conduct by an individual is used as a basis for employment decisions, a criterion for evaluation, or a basis for academic decisions or other decisions affecting such individual; or
 - c. such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or educational experience or creating an intimidating, hostile, or offensive work or educational environment.

2. Sexual harassment encompasses any sexual attention that is unwanted and can take many forms, but most sexual harassment falls into three categories: verbal, visual, and physical. Some examples of behavior or conduct that may constitute sexual harassment include, but are not limited to the following:
 - a. Refusing to hire or promote, or granting or denying certain privileges because of acceptance or rejection of sexual advances
 - b. Promising a work-related benefit or a grade in return for sexual favors
 - c. Suggestive or inappropriate communications, notes, letters, or other written materials displaying objects or pictures that are sexual in nature and that would create a hostile or offensive work or living environment
 - d. Sexual innuendoes, comments, and remarks about a person's clothing, body or activities
 - e. Suggestive or insulting sounds
 - f. Whistling in a suggestive manner
 - g. Humor or jokes about sex that denigrate men or women
 - h. Sexual propositions, invitations, or pressure for sexual activity
 - i. Implied or overt sexual threats
 - j. Suggestive or obscene gestures
 - k. Patting, pinching, and other inappropriate touching
 - l. Unnecessary touching or brushing against the body
 - m. Attempted or actual kissing or fondling
 - n. Coerced sexual intercourse
 - o. Sexual assault

Whether the alleged conduct constitutes sexual harassment depends upon the record as a whole and the totality of the circumstances, such as the nature of sexual advances in the context within which the

alleged incident occurred. Please note that sexual assaults may be criminal acts, and, as such, investigation and processing by the criminal justice system, local police, campus security, and crisis intervention centers may supersede the process developed under this guideline.

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