

# Policy on Sexual Harassment

Sexual harassment is unwelcome conduct of a sexual nature. It constitutes a form of sex discrimination and is a form of employee misconduct that undermines the integrity of the University. All employees and students must be allowed to work in an environment free from unsolicited and unwelcome sexual overtures.

Sexual harassment does not refer to occasional compliments; it refers to behavior of a sexual nature that interferes with the work or education of its victims and their co-workers or fellow students.

Sexual harassment is a violation of both state and federal laws and of the rules and regulations of the University. Employees and students are responsible for their actions of sexual harassment. These actions may subject them to appropriate University disciplinary action up to and including dismissal or expulsion.

Further, any employee or student in a supervisory capacity who has knowledge of possible sexual harassment who does not report the matter pursuant to the University's policy will be subject to disciplinary action up to and including dismissal or expulsion.

A supervisor may obtain knowledge of sexual harassment by direct observation, statements made by others (staff members), or by receipt of a complaint of sexual harassment (whether it be written or oral).

It is the intent of this policy to protect all members of the University community while trying to address and resolve the problem and eliminate any inappropriate behavior.

Please direct your questions or concerns about sexual harassment to the Affirmative Action Office at 392-6004.