

# PREVENTING SEXUAL HARASSMENT

## WHO IS SUBJECT TO SEXUAL HARASSMENT?

- ◆ Faculty/student
- ◆ Supervisor/subordinate
- ◆ Co-worker/co-worker
- ◆ Outside contractor/employee/student
- ◆ Women or men

## WHAT CONSTITUTES SEXUAL HARASSMENT?

Sexually harassing behavior can take many forms – verbal, nonverbal, and/or physical. Some examples are:

- ◆ Unwelcome familiarity; flirtation that continues after it is rejected or that involves the abuse of an unequal power relationship
- ◆ Sexually oriented jokes or remarks that degrade another person or group on the basis of gender
- ◆ Sexist remarks regarding a person's body, clothing or intellectual capacity
- ◆ Sexual visuals such as pin-up calendars, pornography, cartoons, posters, etc.
- ◆ Explicit body language; leering, looking the person up and down, ogling
- ◆ Physical advances such as unwelcome hugging, kissing, patting, pinching, fondling massaging, brushing up against
- ◆ Sexual bribery such as propositions that involve the exchange of sexual favors for higher grades or to prevent lower grades; to keep one's job; to get a promotion; or reclassification
- ◆ Explicit sexual invitations for sexual contact that are unwanted by the recipient, but contain no threats or promises
- ◆ Physical assault

## THE UNIVERSITY'S OBLIGATION

Violation of University's policy prohibiting Sexual Harassment may subject employees or students to appropriate disciplinary action up to and including dismissal or expulsion. Faculty and staff who violate the university policy on sexual harassment may be held personally liable for damages