Information

Sexual Harassment

Effective

September 27, 1999

Number

PER-1.02

Applicability

This policy applies to University Administrators, Faculty, Staff, and Students.

Administrative Authority

Vice President for Human Resources

Responsible Unit

Human Resources

Miller Information Technology Center Rm 02C

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History

Revision Date(s): November 11, 2020 (minor revisions); December 1, 2021 (minor edits to email); August 24, 2022 (minor edit); March 27, 2026 (minor revision)

Reviewed Date(s): March 8, 2016

Categories

Statement:

Sexual harassment is a form of illegal sex discrimination and is barred by university policy.

Related Information:

Sexual Harassment Policies and Procedures

Sexual Harassment Brochure

Sexual Harassment Training

Definitions:

Sexual harassment is defined as follows:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

A. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or participation in a University-sponsored educational program or activity;
B. Submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting such individual; or
C. Such conduct has the purpose or effect of unreasonably interfering with an individual's employment or academic performance or creating an intimidating, hostile, or offensive working or educational environment.