



# Policies and Procedures

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## Sexual Harassment Policy

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### Policy:

The College finds harassment based on sex to be an abuse that is contrary to the moral and ethical standards of this institution. Such behavior constitutes an unlawful employment practice of SEXUAL HARASSMENT. Sexual harassment is by definition “discrimination because of sex” under Title VII of the Civil Rights Act of 1964. Sexual harassment against students is covered under Title IX of the 1972 Education Amendments which prohibits discrimination because of sex in educational institutions receiving federal financial assistance. Sexual harassment is illegal, abusive, and unethical. It will not be tolerated at ESF in any form, at any time, by anyone.

The Equal Employment Opportunity Commission defines sexual harassment as: “Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature... when (1) submission to such conduct is made either explicitly or implicitly a term or condition of any individual’s employment, (2) submission or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual or (3) such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creating an intimidating, hostile or offensive working environment.” The core intention of this definition applies to our students and visitors as well. Sexual harassment is generally an issue of power in the form of unwelcome and/or repeated acts of sexual intimidation. It takes many forms, such as criminal acts of physical violence, inappropriate touching and sexual comments, and jokes or cartoons that are sexually degrading, to name just a few. It can have a severe effect on the lives of the victim and the offender as well as the reputation of the institution. In some cases the only remedy the victim seeks is that the offending behavior stops. In other cases, however, the remedy sought is suspension or termination of the offender’s employment plus back wages and/or damages for the victim. When sexual harassment happens, it diminishes us all and further inhibits our ability to diversify our campus community.

We are all responsible for the quality of the campus environment. We have a legal and moral obligation to provide our colleagues and our students with an environment that is free of behavior that is sexually intimidating, hostile or offensive. It is incumbent upon us all to examine our own behaviors and those of our colleagues and make adjustments as necessary. When we condone sexually harassing behaviors in others, we become part of the problem.

Whether you are a female or male student, an employee or visitor, if you would like more information or if you feel that you have been a victim of, or have witnessed an act of sexual harassment, please contact the Office of Human Resources, 216 Bray Hall, x6611. Together we can create an environment in which we can work most effectively.