



Faculty Handbook

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Sexual harassment policy

June 21, 1996 (effective August 12, 1996)

[replaces October 1983 policy]

The University of North Carolina at Wilmington is committed to ensuring that all students, faculty, and staff are treated with dignity and respect. Sexual harassment is highly detrimental to the environment of mutual respect that must prevail if the university is to fulfill its goals. Sexual harassment violates university policy and is illegal under state and federal law. All members of the university community have an obligation to learn what behaviors constitute sexual harassment, be responsible for their own behavior, and cooperate in creating a climate where sexual harassment is not tolerated.

Sexual harassment is defined as "unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when such conduct

- i. constitutes an express or implied condition to another person's academic pursuits, university employment, or participation in activities sponsored by the university or organizations or groups related to the university, or
- ii. is engaged in for the purpose of interfering with such pursuits, employment, or participation, or
- iii. creates a hostile, intimidating, or offensive environment for such pursuits, employment, or participation."

Sexual advances or requests for sexual favors which are presented as a *condition* to another person's academic pursuits, university employment, or participation in university activities are always a violation of university policy--whether repeated or not. Behaviors which are not presented as a condition to another person's employment, education, or participation in university activities but which create a *hostile, intimidating, or offensive environment* generally must be repetitive and clearly unwelcome to constitute a violation of university policy.

Unwanted sexual attention can take many forms, including, but not limited to:

- **Verbal:** unwanted and repeated sexual remarks; offensive jokes about sexual or gender traits; sexual propositions; insults, threats, or bribes; sexual innuendoes or comments about a person's body, clothing, or activities; offensive written notes or phone calls.
- **Non-verbal:** leering, whistling, or suggestive or insulting gestures.
- **Physical:** unwanted touching of a sexual nature (e.g., brushing, patting, pinching, fondling); coerced sexual activities.