



The
UNIVERSITY
of **VERMONT**

Policy V. 7.0.2.2

Responsible Official: Senior Vice President
and Provost

Effective Date: January 2, 2008

Sexual Harassment: Students

Policy Statement

It is the policy of the University of Vermont that no member of the University community may sexually harass any University student. Sexual harassment as defined below is a form of unlawful discrimination and is therefore prohibited. Any employee or student will be subject to disciplinary action for violation of this policy.

Sexual harassment is illegal under both state and federal law. It is also unlawful to retaliate against an employee or student for filing a complaint of sexual harassment or for cooperating in an investigation of sexual harassment. In some cases, sexual harassment may be subject to prosecution under criminal law. At the University of Vermont, sanctions for sexual harassment by employees and students may include the full range of disciplinary actions up to and including termination of employment or expulsion from the University.

Reason for the Policy

This policy is intended to conform with applicable law and to provide guidelines for University of Vermont community members as to what is sexual harassment to clarify expectations of our community.

Strategic Direction

This policy supports the strategic goal of creating an environment that is consistent with and promotes the climate and community enshrined in "Our Common Ground." It helps to foster a culture of inclusion and openness, and to foster positive changes in student culture and behavioral norms, both as expressed in the University's Strategic Action Plan.

This policy supports the following goal in the University's Strategic Plan
http://www.uvm.edu/president/?Page=strategic_planning/strategicplan.html :

- Create an outstanding student experience that promotes personal and intellectual development

Applicability of the Policy

This policy, which is intended to protect students from sexual harassment, applies to all members of the University of Vermont community.

Definitions

Sexual harassment: means conduct that includes unwelcome sexual advances, requests for sexual favors, and other verbal, written, visual, or physical conduct of a sexual nature when one or more of the following occur:

1. Submission to that conduct is made either explicitly or implicitly a term or condition of a student's education.
2. Submission to or rejection of such conduct by a student is used as a component of the basis for decisions affecting that student.
3. The conduct has the purpose or effect of objectively and substantially undermining and detracting from or interfering with a student's educational performance or access to school resources or creating an objectively intimidating, hostile, or offensive environment.

Examples of sexual harassment may include, but are not limited to, the following:

- unwelcome sexual propositions
- sexually graphic comments about a person's body
- unwelcome touching, patting, pinching, or leering
- persistent, offensive, and unwelcome sexual jokes and comments
- unwelcome displays of sexually graphic pictures

Procedures

1. Any person who has reasonable cause to believe that sexual harassment may have occurred is urged to immediately bring that information to the attention of the University official designated to receive complaints of harassment. That official is Kathryn Freidman, Executive Director of Affirmative Action and Equal Opportunity. Her contact information is listed

below.

When the designated official receives actual notice of alleged conduct that may constitute harassment, the University will provide a copy of its sexual harassment policy to the alleged victim and the alleged perpetrator. The University will promptly investigate to determine whether sexual harassment has occurred. Investigations will proceed in accordance with the Affirmative Action Office's Investigation Guidelines or other applicable procedure, a copy of which will be provided to both parties.

2. If the University determines that the alleged conduct occurred and that it constitutes sexual harassment, the University will take prompt and appropriate remedial action reasonably calculated to stop the sexual harassment.
3. As used in this section, "notice" means a written complaint or oral information that sexual harassment may have occurred, which has been provided to the designated official from another employee, the student allegedly subjected to the sexual harassment, another student, or any other individual who has reasonable cause to believe the alleged conduct may have occurred. If the complaint is oral, the designated official shall promptly reduce the complaint to writing, including the time, place, and nature of the conduct and the identity of the participants and complainant.

Forms

None

Contacts

Questions related to the daily operational interpretation of this policy or complaints about sexual harassment and inquiries regarding the sexual harassment policy statement should be directed to:

Diversity and Equity/Affirmative Action and Equal Opportunity
428 Waterman
656-3368

The Provost and Senior Vice President is the official responsible for the interpretation and administration of this policy.

Related Documents/Policies

[Equal Opportunity in Educational Programs and Activities Policy Statement](#)

[Harassment: Students](#)

[Sexual Harassment Policy Statement: Employees](#)

Effective Date

Approved by the President on January 2, 2008