



WAYNE STATE UNIVERSITY SEXUAL HARASSMENT STATUTE

Adopted by the Board of Governors on July 15, 1983

It is the policy of Wayne State University that no member of the University community may sexually harass another. Any employee or student will be subject to disciplinary action for violation of this policy.

The law of the State of Michigan prohibits discrimination in employment and in education and provides that:

Discrimination because of sex includes sexual harassment which means unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct or communication of a sexual nature when:

1. Submission to such conduct or communication is made a term or condition either explicitly or implicitly to obtain employment, public accommodations or public services, education, or housing.
2. Submission to or rejection of such conduct or communication by an individual is used as a factor in decisions affecting such individual's employment, public accommodations or public services, education, or housing.

3. Such conduct or communication has the purpose or effect of substantially interfering with an individual's employment, public accommodations or public services, education, or housing, or creating an intimidating, hostile, or offensive employment, public accommodations, public services, educational, or housing environment.

In the area of speech, what the law and this policy prohibit is speech as action; that is, sexual communication which is either directly coercive, as rising to that level of offensiveness which interferes substantially with the victim's education or employment. The determination of what level of offensiveness is actually coercive, and therefore unlawful and prohibited by this policy, will in some cases be difficult. A significant element in the determination is provided by the fact that an unequal power relationship underlies sexual harassment. The more unequal the relationship, the more the risk of substantial interference with the victim's education or employment.

In the area of physical contact, physical contact which is unwelcome is so gravely offensive that it always has the effect of substantially interfering with

the victim's employment or educational environment. Employees and students should not take for granted that they are welcome to touch other employees or students, since if their contact is in fact unwelcome, they will be in violation of the law and of this policy.

Deans, directors and department heads are directed to take appropriate steps to disseminate this policy statement and inform students and employees of complaint procedures.

The purpose of this brochure is to define Sexual Harassment and the effect that it has on the victim.

Awareness

Members of the University community are responsible for knowing and understanding the university's policy prohibiting sexual harassment.

Students, faculty, and staff who need assistance in understanding the implementation of the policy should contact Equal Opportunity, Policy Development & Analysis.

Seeking Assistance or Filing a Complaint

Students, faculty, and staff who believe they are the victims of sexual harassment may seek information and assistance from:

- Office of Equal Opportunity
- The Ombudsperson
- The University Judicial Officer
- The Women's Resource Center
- Deans, Chairpersons, Department Heads, Directors or Managers (academic departments or non-academic units)
- Supervisory personnel (academic departments or non-academic units)

Students, faculty, and staff may file a written complaint with Office of Equal Opportunity.

WAYNE STATE UNIVERSITY

SEXUAL HARASSMENT STATUTE

For further information, call or write:

Office of Equal Opportunity
5700 Cass Avenue
Suite 3660 A/AB
Detroit, Michigan 48202
Telephone: (313) 577-2280
Fax: (313) 577-7738

Irvin D. Reid
President

OFFICE OF EQUAL OPPORTUNITY
www.deo.wayne.edu

Jeannie Jackson
Interim Director

Amy L. Stirling
Equal Opportunity Specialist

Cynthia Moon
*Administrative Assistant /
Intake Manager*

WE'RE HERE TO SERVE ...

For further information, call or write:

Office of Equal Opportunity
5700 Cass Avenue
Suite 3660 A/AB
Detroit, Michigan 48202
Telephone: (313) 577-2280
Fax: (313) 577-7738

