

If the student still is not satisfied that appropriate action has been taken, he or she should submit his or her concern in writing to the appropriate Vice President. The V.P. will be the final arbiter of the problem, and will notify the student of the resolution within ten days of receipt of the complaint. For further assistance, contact the Assistant Vice President for Student Development.

1.11

Sexual Harassment Policy

Sexual harassment is prohibited by Title VII of the Civil Rights Act of 1964 and by Title IX of the Education Amendments of 1972. The University will take reasonable steps necessary to prevent sexual harassment from occurring, which will include, but is not limited to, providing a process for filing and handling complaints, educating the University community, affirmatively raising the subject and expressing strong disapproval thereof, developing appropriate sanctions, informing faculty, staff and students of their rights, responsibilities and developing methods to sensitize all concerned.

1.11.1

Sexual Harassment: Definition

Definition. Sexual harassment is defined by the Office for Civil Rights to include the following conduct:

1.11.1.1

Sexual Harassment Policy: Quid Pro Quo

Quid Pro Quo Sexual Harassment. An employee explicitly or implicitly requires a student's participation in an education program or activity, or bases an educational decision on the student's submission to unwelcome sexual advances, requests for sexual favors, or other verbal, non-verbal or physical conduct of a sexual nature.

1.11.1.2

Sexual Harassment Policy: Hostile Environment

Hostile Environment Sexual Harassment. Sexually harassing conduct (which can include unwelcome sexual advances, requests for sexual favors, and other verbal, non-verbal, or physical conduct of a sexual nature) by an employee, by another student or by a third party, that is sufficiently severe, persistent or pervasive to limit a student's ability to participate in or benefit from an education program or activity, or to create a hostile or abusive educational environment.

Any person who engages in conduct that has the purpose or effect of quid pro quo or hostile environment sexual harassment shall be considered to have violated this policy.

1.11.2

Sexual Harassment Policy: Procedure

If an individual believes an incident of sexual harassment has occurred, he or she may discuss the alleged behavior, on a confidential basis, with the Affirmative Action Officer, the Student Health and Counseling Center or the Office of Campus Ministry. The individual may elect either to pursue the matter on an informal basis or to file a formal complaint.

1.11.2.1

Sexual Harassment Policy: Process

Informal Process:

- Meet with the accused and discuss the alleged behavior of the accused and, if appropriate, request such behavior be stopped; or
- Meet with the supervisor of the accused and ask that the supervisor meet with the accused to discuss the alleged behavior of the accused and, if appropriate, request that such behavior be stopped; or
- Meet with a designated official of the University and ask that the official meet with the accused to discuss the alleged behavior of the accused and, if appropriate, request that such behavior be stopped.
- Meeting with the accused, the supervisor or the designated official will fully inform the accused of the nature of the complaint and also will inform the complainant of the outcome of the discussion with the accused.
- 1.11.3. Designated Official:
 - In all cases the complainant may approach the Affirmative Action Officer: or
 - For allegations against students (on or off campus): Provost
 - For allegations against faculty: Provost
 - For allegations against staff other than the Health Sciences Center: Vice President for Human Resources Management
 - At Health Sciences Center: Director of Personnel
 - For allegations against vendors: Vice President for Student Development
- In the event that the incidents of sexual harassment continue or if the individual wishes to file a formal complaint, the following procedure should be followed:

1.11.3