

**Diversity and Equity @ Cal State Fullerton**

Sexual Harassment Brochure --- Let's Face IT! **Sexual Harassment is an Issue of Power**

NONDISCRIMINATION POLICY

[University Catalog Statement](#)

CSU EMPLOYEE COMPLAINT POLICY

[Employee Procedure for Filing Discrimination or Harassment Complaints](#)

SEXUAL HARASSMENT

[Policy on Sexual Harassment \(UPS 240.100\)](#)

[Policy on Amorous Sexual Relationships between Faculty, Staff, Students \(UPS 240.200\)](#)

[Employee Procedures for filing a Sexual Harassment Complaint](#)

[Student Procedures for Filing a Sexual Harassment Complaint](#)

[Policy on Sexual Harassment. BROCHURE](#)

[Discrimination Harassment Complaint Form](#)

DISCRIMINATION

[Policy on Nondiscrimination \(UPS 240.000\)](#)

[Employee Procedures on Nondiscrimination](#)

[Student Procedures for Filing a Discrimination Complaint](#)

[Discrimination Harassment Complaint Form](#)

CSUF

Sexual Harassment occurs when a person who is in a position of authority engages in behaviors of a sexual nature that are inappropriate, unwanted, and/or nonreciprocal. It is a breach of the trusting relationship that normally exists between professors and students, teaching assistants and supervisors and employees, and others in the academic community. Sexual harassment creates confusion because the boundary is blurred between professional roles and personal relationships. The personal element is then introduced into what should be a sex neutral situation.

Sexual harassment differs from ordinary flirting because it is unwelcomed and it usually occurs in a relationship in which one party is in a subordinate position to the other.

Sexual harassment may also occur in relationships of equal power. Perpetrators of sexual harassment gain their "Strength" from belittling and devaluing those persons against whom they direct the harassment.

At CSUF, sexual harassment is a serious offense which may result in disciplinary action up to and including dismissal or expulsion. In addition, persons accused of sexual harassment in civil or criminal proceedings may be held personally liable for damages to the person harassed.

Sexual harassment can take many forms, including but not limited to:

- Demeaning references to one's gender
- Comments about one's body or clothing
- Repeated and unwanted staring, comments, or propositions of a sexual nature
- Jokes about sex or gender specific traits
- Questions about one's sexual behavior
- Conversations filled with sexually suggestive innuendoes or double meanings
- E-mail circulation of pornographic materials or harassing messages
- Display or transmittal of sexually suggestive posters, objects or messages
- Repeated nonreciprocated demands for dates or sex
- physical assault
- Request for sex in exchange for grades, letters of recommendation or employment opportunity

Sexual harassment is any sexual or gender-based behavior that adversely affects a person's working or learning environment. It can occur without conscious intent, and it is not limited to explicit demands for sex. Sexual harassment is an abuse of power.

**You Are Not "Powerless" Take Action --- Break the Pattern**

There is something you can do about sexual harassment. First of all, **tell someone**. If silence is maintained, sexual harassment will continue to be perceived as a personal problem rather than as a social issue. Silence can keep you feeling guilty and allow the harasser to continue.

Sexual harassment is not a sexually motivated act prompted by one's behavior or dress. It is an assertion of power, expressed in a sexual manner. People suffering from sexual harassment usually are aware of the power held over them by the harasser. They perceive a threat, implicit, or explicit, that they have to go along with sexual activity, endure sexist remarks, or suffer the consequences. So they don't tell anyone.

**Break the Pattern; tell Someone!**

Sexual harassment is a serious social problem. Victims can be either men or women (usually women) who are harassed by persons of the same or opposite sex. It has been reported that a majority of women, at one time or another, have been harassed. Research often shows that sexual harassment, when ignored, will often continue or increase. The impact on your academic or employment life can be devastating and the emotional effect can include feeling vulnerable, victimized, angry with yourself and hostile toward member's of the harasser's sex. There is not one type of person who is harassed more than others. Sexual harassment can occur in the life of anyone, regardless of social, cultural, or economic background.

• [Recruitment](#)

• [Staff/Administrative Employment Openings](#)

• [Faculty Employment Openings](#)

• [Policies](#)

• [Employee Complaint Procedure](#)

• [Equal Employment Laws, Regulations and Posters](#)

• [Committees](#)

• [CSUF Data and Graphs](#)

• [Disabled Employees and Accommodation](#)

• [CSUF Annual Security Report](#)

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[Orange County Industrial Liaison Group](#)<

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[CALIFORNIA California State University \(CSU\)](#)

[California Personnel Board](#)

[California Public Employees Retirement Program \(CALPERS\)](#)

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LAWS AND REGULATIONS  
[ADA](#)

[Collective Bargaining Agreements \(Mou\)](#)

[Higher Education Amendments of 1998 \(Public Law 105-244\)](#)

[Section 504, Rehabilitation Act of](#)

[1973](#)

**You are Not Alone**

[Title 5, California Code](#)

[U. S. Employment Standards](#)

[U. S. Civil Rights and Discrimination](#)

[Veterans](#)

[Vietnam Era Veterans' Readjustment Assistance Act 1974 \(VEVRA\)](#)

In the end we are all affected when someone leaves a class or terminates his/her employment at the University, or is unable to function properly because of harassment. The University community is negatively affected when the person doing the harassing is left unchallenged and free to harass others.

**A Special Note to Faculty, Teaching Assistants, Supervisors and Other Persons in Positions of power**

Amorous or sexual relationships are inappropriate when they occur between a faculty member or officer of the university and a student or employee with whom that person has a professional relationship (e.g. professor-student, teaching/laboratory-assistant). Students depend upon professors for grades, recommendations, job referrals, and opportunities for teaching and research. Graduate students rely on professors for opportunities to attend special seminars and conferences, to co-author research papers, and for introduction to colleagues. Employees rely upon their supervisors for promotional opportunities, job assignments, overtime, access to equipment, and office location.

AGENCIES

[California Department of Fair Employment and Housing \(DFEH\)](#)

[FedWorld Information Network](#)

[Other Agencies](#)

[U. S. Department of Labor \(DOL\)](#)

[U.S. Dept. of Education](#)

[U. S. Office for Civil Rights\(OCR\)](#)

[U. S. Equal Employment Opportunity Commission \(EEOC\)](#)

[U. S. Office of Federal Contract Compliance Programs \(OFCCP\)](#)

[U. S. Department of Justice \(DOJ\)](#)

Because of the difference in power between professors and students, and supervisors and employees, a professor or supervisor cannot be certain that the relationship is fully welcomed or consensual. With an academic or employment career at stake, a student or employee may find it difficult and threatening to refuse a request from his/her professor or supervisor, no matter how casually their request is made. Such relationships are inappropriate and they may create a negative or uncomfortable working or learning environment for others who perceive that the relationship results in preferential treatment.

Furthermore, a faculty's personal and professional reputation may be jeopardized because of unprofessional conduct.

When a so-called "mutual" relationship goes sour, some students may drop courses, change majors, transfer to other schools, or even discontinue their education. Some employees may quit jobs or have their careers ruined.

It does occasionally happen that a student or employee tries to use sex to improve academic or employment standing. However, as the person in authority, it is the professor's responsibility to discourage and refuse such overtures and maintain appropriate boundaries at all times.

Boundaries in relationships can be difficult. If you question your professional boundaries with someone, talk to another person you respect.

**A Special Note To Students: Love Can Wait 'Til You Graduate**

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Here are some other things to consider:

- Amorous or sexual relationships between a student and a professor are hardly ever a secret. Others will be judging whether your grades reflect your work or your relationship.
- You may question whether your work is evaluated objectively, or whether the evaluation is biased by the professor's personal feelings for you. This can cause problems in your relationship, as well as undermine your own academic self-confidence.
- Romantic relationships often end, and may end with bitter feelings. If this occurs, you may be vulnerable to a host of problems: Lower grades, lost opportunities, damaged reputations, and awkwardness in future required classes with this professor.
- Faculty dating a student currently enrolled in his/her class or under his/her supervision is engaging in unprofessional conduct and is violating campus policy UPS 240.200

### What can You Do About Sexual Harassment?

- **Say No**  
Make it absolutely clear to the harasser that his or her advances are unwanted and you want them stopped
- **Don't Delay**  
Pay attention to cues or comments indicating harassment. If a person's behavior makes you uncomfortable, say so.
- **Keep a record**  
Should the harassment continue, keep track of dates, times, places and statements. This information can be used to support a complaint.
- **Talk with Others**  
Someone else may have been harassed by the same person. You will probably find others who are experiencing similar treatment and who would feel more comfortable confronting the harasser in a group rather than individually.

### Talk with a Sexual Harassment Advisor or Counselor in:

Counseling and Psychological Services  
(Confidential counseling--Students only)  
278-3121

Women's Center  
(Confidential counseling and referrals--Students only)  
278-3928

Associate Vice President, Academic Affairs  
(Unit 3 Employees)  
278-2616

Human Resources  
(All Staff and Management)  
278-2425

Diversity and Equity Programs  
(Students and all Employees)  
278-3951

### Sexual Harassment is Against the Law and Campus Policy!

Sexual harassment is a form of sex discrimination which violates Title VII of the Federal Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; California state law; and CSU policies and procedures. CSUF has two policies prohibiting sexual harassment, and amorous or sexual relations between faculty, staff, and students, UPS 240.100 and UPS 240.200.

### Students: How to File Sexual Harassment Complaint & What to Expect

- Contact a Sexual Harassment Advisor or the Director of Diversity and Equity Programs to explore your options (informal resolution or formal complaint).
- If you decide to file a formal complaint, obtain a copy of the Sexual Harassment Policy and Procedures, and a complaint form from the Office of Diversity and Equity Programs.
- Complete the form and prepare a description of the incident(s) which includes a chronology, identifies the persons involved as well as naming witnesses, if any, to the incident(s). Attach the description to the complaint form.
- Make an appointment with the Director of Diversity and Equity Programs to submit and discuss the complaint.
- Within 5 calendar days of submitting a written complaint, you will be notified whether an investigation will be conducted.
- If an investigation is conducted, the person(s) named in the complaint will be notified and provided a copy of the complaint.
- When the investigation is completed, you will be notified of the complaint's resolution.

### Employees: How to File Sexual Harassment Complaint & What to Expect

- Go to the [CSU website](#) to determine which collective bargaining agreement or executive Order is your complaint procedure.  
(<http://www.calstate.edu/HR/ComplaintProcedures.pdf>)
- Contact the Director of Diversity and Equity Programs to explore your options (informal resolution or formal complaint).
- Make an appointment and be prepared to provide a description of the incident's which includes a chronology, identifies the persons involved as well as naming witnesses, if any, to the incident(s).
- If an investigation is conducted, the person(s) named in the complaint will be notified and provided a copy of the complaint.
- When the investigation is completed, you will be notified of the complaint's resolution.

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