



AFFIRMATIVE ACTION and DIVERSITY

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What is Sexual Harassment?

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

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic evaluation.
- Submission to or rejection of such conduct by an individual is used as the basis for employment or educational decisions affecting such an individual.
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance by creating an intimidating, hostile or offensive work or academic environment.

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