

- marriage is prohibited by Illinois law.
- Statutory Rape: Non-forcible sexual intercourse, with a person who is under the statutory age of consent of seventeen.

Sexual Harassment (Educational) means conduct, on the basis of sex, that satisfies one or more of the following:

- a. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal educational access to an SIUC program or activity. Whether conduct is unwelcome is subjective and determined by the Complainant except where the Complainant is under the age of consent.
- b. An employee of the University conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct.

Sexual Harassment (Employment) means any unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- a. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment (quid pro quo – meaning "this for that"); and/or
- b. Submission to or rejection of such conduct by the individual is used as the basis for employment decisions or assessments affecting such individual; and/or
- c. Such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment (hostile environment).

Hostile environment harassment occurs when an employee is subjected to unwelcome sexually offensive conduct that is sufficiently severe or pervasive to alter their employment and creates an abusive or hostile work environment. To determine whether an environment is hostile or abusive, the university will look at the frequency of the conduct, the severity of the conduct, whether the conduct is physically threatening or humiliating, or a mere utterance, and whether it unreasonably interferes with an employee's work performance.

Sexual Misconduct means any other act of a sexual nature which disrupts or negatively impacts the educational mission of the University, including but not limited to public displays of pornography; possession, creation, or distribution of child pornography; the exchange of money, goods or services in exchange for any sexual activity; causing another person to witness or observe any sexual act without clear, voluntary consent;