



# RECOGNIZING DISCRIMINATION, HARASSMENT, AND SEXUAL VIOLENCE

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✓ **What Is Sex Discrimination?**

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✓ **What is Gender-Based Harassment?**

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✓ **What is Sexual Harassment?**

Sexual harassment is a form of prohibited sex discrimination and a type of sexual violence.

harassment: Quid pro quo and Hostile Environment. Sexual harassment is unwelcome whether or not accompanied by promises or threats and other sexual conduct that

1. Submission to or rejection of such conduct is made either explicitly or implicitly as a condition of an individual's participation in other EU activities (Quid pro quo); or,
2. Submission to or rejection of such conduct by an individual is used as a basis for an individual's evaluation, or in making other academic or employment decisions affecting that individual; or,
3. Such conduct is sufficiently severe or pervasive so as to create an intimidating or hostile educational environment that unreasonably interferes with work or educational performance or negatively affects an individual's educational opportunities (Hostile environment).

Behavior will be considered "unwelcome" if the individual did not solicit or invite the conduct and the conduct is unwelcome. Acquiescence or failure to complain does not mean that the individual actively participates in sexual banter or sexual discussions without regard to whether the "unwelcome" portion of the sexual harassment definition may not be met.

In the educational context, quid pro quo harassment occurs when a University employee bases an educational decision on an individual's participation in an education program or activity or bases an educational decision on an individual's advances, requests for sexual favors or other verbal, nonverbal or physical conduct of a sexual nature. Quid pro quo harassment is equally unlawful whether the student resists and suffers the threatened harm or acquiesces.

A single instance of sexual violence can constitute a hostile environment. Hostile environment harassment is sexually harassing conduct (which can include unwelcome verbal, nonverbal, or physical conduct of a sexual nature) by an employee, by a student, or by a third party that is severe, persistent or pervasive to limit a student's ability to participate in or benefit from an educational environment that is hostile or abusive educational environment.

Sexual harassment of a student creates a hostile environment if the conduct is ability to participate in or benefit from the EU's programs. Sometimes harassm does not take place in the context of the employee's provision of aid, benefits o create a hostile educational environment.

Students and employees are strongly encouraged to report sexual harassment pervasive, so that the University can take steps to prevent the harassment from

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▼ **What is Sexual Violence?**

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