

Definitions

Syracuse University Sexual Harassment, Abuse, and Assault Prevention Policy Statement and Definitions

– Sexual Harassment

Sexual Harassment is a collective term that includes more specific forms of Prohibited Conduct as follows:

a. Title IX Sexual Harassment is conduct on the basis of sex that satisfies one or more of the following:

i. Actions by a University faculty or staff member conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct;

ii. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity; or

iii. Sexual Assault, Dating Violence, Domestic Violence, and Stalking, as defined below.

b. Other forms of Sexual Harassment: consistent with Title VII of the Civil Rights Act of 1964 and the recognition that Sexual Harassment may also occur in a wider variety of contexts, the University also defines Sexual Harassment to include any sexual advance, request for sexual favors, or other unwelcome conduct of a sexual nature, whether verbal, non-verbal, graphic, physical, electronic, or otherwise when one or more of the following conditions are present:

i. Submission to or rejection of such conduct is either an explicit or implicit term or condition of, or is used as the basis for decisions affecting, an individual's employment or advancement in employment, evaluation of academic work or advancement in an academic

program, or basis for participation in any aspect of a University program or activity (*quid pro quo*); or

ii. The conduct is sufficiently severe, pervasive, or persistent that it has the purpose or effect of unreasonably interfering with, limiting or depriving an individual from participating in or benefiting from the University's learning, working, or living programs under both an objective and subjective standard (*hostile environment*).

In evaluating whether a hostile environment exists, the University will evaluate the totality of known circumstances, including, but not limited to:

- a. the frequency, nature and severity of the conduct;
- b. whether the conduct was physically threatening;
- c. the effect of the conduct on the Complainant's mental or emotional state;
- d. whether the conduct was directed at more than one person;
- e. whether the conduct arose in the context of other discriminatory conduct;
- f. whether the conduct unreasonably interfered with the Complainant's educational or work performance and/or University programs or activities;
- g. whether the conduct implicates academic freedom or protected speech; and,
- h. other relevant factors that may arise from consideration of the reported facts and circumstances.

+ Sexual Assault

+ Dating and Domestic Violence

+ Stalking

+ Sexual Exploitation

+ Consent

+ Additional Guidance Regarding Consent and Incapacitation

More from this Section

[Student Bill of Rights \(https://sexualrelationshipviolence.syr.edu/learn/university-policy/student-bill-of-rights/\)](https://sexualrelationshipviolence.syr.edu/learn/university-policy/student-bill-of-rights/)

[Amnesty Policy \(https://sexualrelationshipviolence.syr.edu/learn/university-policy/amnesty-policy/\)](https://sexualrelationshipviolence.syr.edu/learn/university-policy/amnesty-policy/)

[Retaliation Policy \(https://sexualrelationshipviolence.syr.edu/learn/university-policy/retaliation-policy/\)](https://sexualrelationshipviolence.syr.edu/learn/university-policy/retaliation-policy/)

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