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RAM'S EYE VIEW

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SEXUAL HARASSMENT

West Chester University is committed to equality of opportunity and freedom from unlawful discrimination for all its students and employees. Sexual harassment is a form of unlawful discrimination based on sex and will not be tolerated in any form by faculty, staff, students, or vendors. Upon official filing of a complaint, an immediate investigation will be made culminating in appropriate corrective action where warranted, which may include termination of the relationship with the University. Retaliatory actions against persons filing a complaint of sexual harassment, or any person cooperating in the investigation of a complaint, are also prohibited. Acts of retaliation shall constitute misconduct subject to disciplinary action.

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other harassing conduct of a sexual nature. Sexual harassment occurs when:

1. Submission to the unwelcome conduct of a sexual nature is made either explicitly or implicitly a term or condition of an individual's employment or status in a course, program, or activity; or
2. Submission to or rejection of the unwelcome conduct of a sexual nature by an individual is used as the basis for an academic or employment-related decision affecting such an individual; or
3. The unwelcome conduct of a sexual nature is sufficiently severe, persistent, or pervasive as to substantially limit or interfere with an individual's work, educational performance, participation in extra-curricular activities, or equal access to the University's resources and opportunities; or
4. Such conduct creates an intimidating, hostile, or abusive living, working, or educational environment.

Sexual violence is a form of sexual harassment. Sexual violence refers to physical acts perpetrated against a person's will or where a person is incapable of giving consent due to the victim's use of drugs, alcohol, or disability. Physical sexual acts include rape, sexual assault, sexual battery and sexual coercion.

This policy is not intended to interfere with the protections afforded by law to freedom of speech. Additional information, including examples of what constitutes sexual harassment, is available from the Office of Social Equity.

Individuals who believe themselves to have been sexually harassed, or who have questions about the University's policy on this matter, should contact the director for equity and compliance, who is the Title IX Coordinator for the University, at 13/15 University Ave., Room 100, 610-436-2433, or email [the Social Equity office](#).

Crisis counseling and support services are available to students through the WCU Counseling Center located in Lawrence Center, 610-436-2301. Crisis Counseling and support services are available to all employees through SEAOP which may be contacted at 1-800-692-7459 or on the web at liveandworkwell.com. Access code: **Pennsylvania**.

Complaints against a student brought by a staff member, faculty member or another student should be brought to the attention of the Title IX Coordinator. or can be submitted on-line at www.wcupa.edu/sexualmisconduct. The procedures for handling such matters involving students or student organizations are detailed in the Student Code found in the Ram's Eye View Student Handbook and will be processed through the student conduct system and can be found in the [Student Code of Conduct](#). The WCU Sexual Harassment Policy may be found [HERE](#) or obtained in hardcopy at the Office for Diversity, Equity and Inclusion, 13/15 University Avenue Room 100.

[View Other Policies](#)





West Chester University
700 South High Street
West Chester, PA 19383
610-436-1000

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