

Le Moyne College Manual on Sexual Harassment and Nonconsensual Sexual Activity (Rev. 3/23/95)

II. DEFINITIONS

SEXUAL HARASSMENT (In order to cover students as well as employees, this policy adopts an adapted version of the definition of sexual harassment developed by the EEOC)

Sexual Harassment is any unwelcome sexual advance, request for sexual favors, or other verbal or physical conduct that relates to the gender or sexual identity of an individual when:

- (1) submission to such conduct is made either explicitly or implicitly a term or condition of a person's employment or academic advancement;
- (2) submission to or rejection of such conduct by an individual is used as the basis for decisions affecting an individual's employment or academic standing;
- (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive working, educational, or social environment.

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EXAMPLES OF SEXUAL HARASSMENT

When accompanied by one or more of the three conditions listed above, the following activities constitute sexual harassment. These examples are not intended to be all inclusive.

- Direct or implied threats or suggestions that submission to or rejection of sexual advances will determine and/or affect working conditions, work status, promotion, tenure, grades, letters of recommendation, etc.
- Continued unwelcome sexual flirtations, advances, or propositions;
- Subtle pressure for sexual activity including inappropriate or offensive sexual advances;
- Repeated staring or ogling;
- Unnecessary patting or constant brushing against the body;
- Verbal abuse of sexual nature;
- Sexual innuendos or sexually explicit statements, comments, questions, jokes or anecdotes;
- Gender or homophobic harassment: persistently intimidating, hostile, derogatory, contemptuous, demeaning or trivializing remarks directed at one sex, or sexual orientation;
- Verbal or physical harassment of a person on the basis of sexual orientation;
- Spreading false statements of a sexual nature.