

SEXUAL HARASSMENT PREVENTION POLICY

The Sexual Harassment Prevention Law of 1998 was enacted to protect individuals from unwanted sexual advances and to create a more equitable work/study place.

THIS POLICY IS DESIGNED TO CREATE A SAFE AND RESPECTFUL STUDY AND WORKPLACE, FREE FROM SEXUAL HARASSMENT. IT OUTLINES OUR COMMITMENT TO PREVENTING AND ADDRESSING SEXUAL HARASSMENT AND PROVIDES GUIDELINES FOR STUDENTS AND STAFF.

WHAT IS SEXUAL HARASSMENT?

SEXUAL HARASSMENT IS ANY UNWELCOME CONDUCT OF A SEXUAL NATURE THAT MAKES A PERSON FEEL OFFENDED, HUMILIATED OR INTIMIDATED. THIS CAN INCLUDE, BUT IS NOT LIMITED TO:

UNWANTED SEXUAL ADVANCES: THIS INCLUDES ANY REQUEST FOR SEXUAL FAVORS, AND OTHER VERBAL OR PHYSICAL CONDUCT OF A SEXUAL NATURE.

SEXUAL COERCION: THIS INVOLVES USING ONE'S POSITION OF POWER OR AUTHORITY TO OBTAIN SEXUAL FAVORS.

REQUESTS FOR SEXUAL FAVORS: THIS INCLUDES ASKING FOR SEXUAL FAVORS IN EXCHANGE FOR JOB BENEFITS OR TO AVOID NEGATIVE CONSEQUENCES.

SEXUAL ASSAULT: THIS IS ANY TYPE OF SEXUAL CONTACT OR BEHAVIOR THAT OCCURS WITHOUT THE EXPLICIT CONSENT OF THE RECIPIENT.

HOSTILE WORK ENVIRONMENT: THIS INCLUDES ANY UNWELCOME SEXUAL CONDUCT THAT CREATES AN INTIMIDATING, HOSTILE, OR OFFENSIVE WORK ENVIRONMENT.

EXAMPLES OF SEXUAL HARASSMENT:

VERBAL HARASSMENT: MAKING SEXUAL COMMENTS, JOKES, OR INNUENDOS; SPREADING SEXUAL RUMORS; USING SEXUALLY SUGGESTIVE LANGUAGE.

PHYSICAL HARASSMENT: UNWANTED TOUCHING, GROPPING, OR ASSAULT; INTERFERING WITH SOMEONE'S WORK OR MOVEMENT; DISPLAYING SEXUALLY SUGGESTIVE OBJECTS OR PICTURES.

VISUAL HARASSMENT: DISPLAYING SEXUALLY SUGGESTIVE IMAGES OR POSTERS; MAKING SEXUALLY SUGGESTIVE GESTURES.

POWER DYNAMICS AND CONSENT

IT IS IMPORTANT TO NOTE THAT SEXUAL HARASSMENT CAN OCCUR IN ANY WORKPLACE, REGARDLESS OF THE RELATIONSHIP BETWEEN THE HARASSER AND THE VICTIM. POWER IMBALANCES, SUCH AS THOSE BETWEEN SUPERVISORS AND SUBORDINATES, CAN MAKE IT DIFFICULT FOR VICTIMS TO REPORT.

CONSENT IS ESSENTIAL: ANY SEXUAL ACTIVITY MUST BE FREELY GIVEN, INFORMED, AND ENTHUSIASTIC. CONSENT CAN BE WITHDRAWN AT ANY TIME.

REPORTING SEXUAL HARASSMENT

ANY STUDENT WHO BELIEVES THEY HAVE BEEN SUBJECTED TO SEXUAL HARASSMENT IS ENCOURAGED TO REPORT THE INCIDENT IMMEDIATELY. REPORTS CAN BE MADE TO:

RONI BECKER 054-2401498 / JESSICA PEARLMAN 054-4747144

ALL REPORTS WILL BE TAKEN SERIOUSLY AND TREATED CONFIDENTIALLY TO THE EXTENT POSSIBLE.