

HARASSMENT/SEXUAL HARASSMENT

For the purposes of University policy, the term harassment is defined as any verbal, written, or physical conduct that a person knows or has reasonable grounds to know would disrespect, intimidate, demean, or degrade an individual's or group's human or civil rights and that may result in his or her mental, emotional or physical discomfort, ridicule or harm.

Examples of harassment that are subject to sanctions under the harassment policy include, but are not limited to, the following: physical or verbal attacks upon a person which prevent the person from conducting customary or usual college-related affairs; conduct or expressive behavior that puts a person in fear of his/her safety and/or causes a person to suffer actual physical or mental injury or harm; intentionally or inadvertently creating an intimidating, hostile or demeaning living or educational environment; physical aggression directed by one individual toward another, related to the individual's dating relationship or association with a person or persons different from oneself.

Further, sexual harassment is defined as an attempt to coerce an unwilling person into a sexual relationship, or to subject a person to unwanted sexual attention, or to punish a refusal to comply, or to create a sexually intimidating, hostile or offensive working, living, or educational environment. This definition will be interpreted and applied in a manner consistent with the accepted standards of mature behavior, academic freedom, and the mission of the University.

To initiate a formal grievance, follow the policy regarding non-academic student grievances.