

Definition of Sexual Harassment

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature when: (1) submission to such conduct is made a term or condition of employment or participating in educational programs; or (2) submission to or rejection of such conduct is used as a basis for employment or academic decisions affecting the individual; or (3) such conduct has the purpose or effect of unreasonably interfering with an employee's work performance or student's academic performance creating an intimidating, hostile, or offensive working or learning environment.

Some examples may include but are not limited to the following:

1. Creating an offensive working or learning environment by repeated written, verbal, physical and/or visual contacts with sexual overtones.
 - written forms may include suggestive or obscene letters, notes, invitations;
 - verbal forms may include derogatory comments, slurs, jokes, epithets;
 - physical forms may include assault, unwelcome touching, impeding or blocking movements;
 - visual forms may include leering, gestures, display of sexually offensive objects, pictures, cartoons or posters.
2. Establishing a pattern of conduct that would cause discomfort and/or humiliate a reasonable person at whom the conduct was directed and that includes one or more of the following:
 - unnecessary touching, patting, hugging, or brushing against a person's body;
 - remarks of a sexual nature about a person's clothing or body; or remarks about sexual activity or speculations about previous sexual experiences;
 - continued expressions of sexual interest after being informed that the interest is unwelcome.
3. Making reprisals, threats of reprisal, or implied threats of reprisal following a rebuff of harassing behavior.

4. Retaliating against a person for reporting or threatening to report sexual harassment.
5. Engaging in explicit or implicit coercive sexual behavior within the work environment which is used to control, influence or affect the employee's career, salary and/or work environment, such as implying or actually withholding support for an appointment, promotion or change of assignment; submitting or threatening to submit an undeserved performance report, failing or threatening to fail the probationary period.
6. Engaging in explicit or implicit coercive sexual behavior within the educational environment which is used to control, influence or affect the educational opportunities, grades, and/or learning environment of a student, such as withholding or threatening to withhold grades earned or deserved; submitting or threatening to submit an undeserved performance evaluation; denying or threatening to deny a scholarship recommendation or college application.