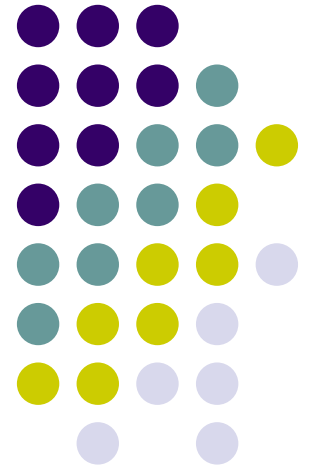


# Sexual Harassment

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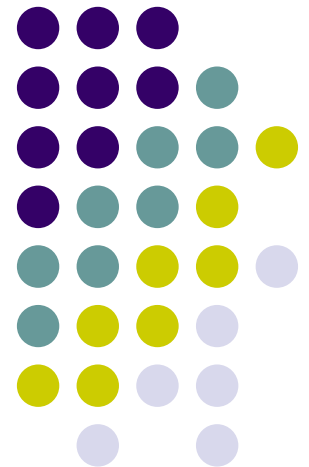
University of Louisiana at Monroe



# Purpose

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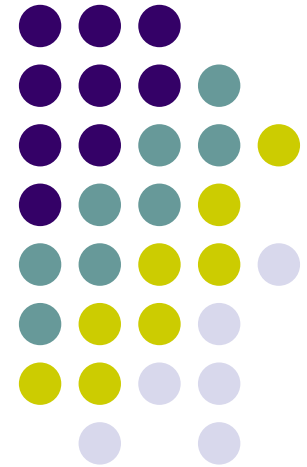
Title VII of the Civil Rights Acts of 1964 prohibits discrimination in public or private employment on the basis of sex, as well as on the basis of race, color, national origin and religion.



# Employer's Obligation

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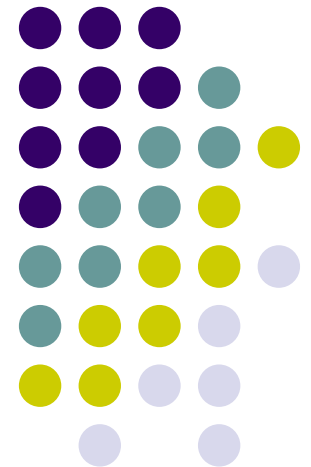
1. Ensure that employees and supervisors are aware that sexual harassment is prohibited.
2. Provide a means to allow alleged victims to bring their complaints to the attention of appropriate managers.
3. Take prompt, remedial and corrective action when sexual harassment comes to the employer's attention.



# Definition

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- **Unwelcome** sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment.
- Types of Sexual Harassment:
  - Quid Pro Quo
  - Offensive or Hostile Environment

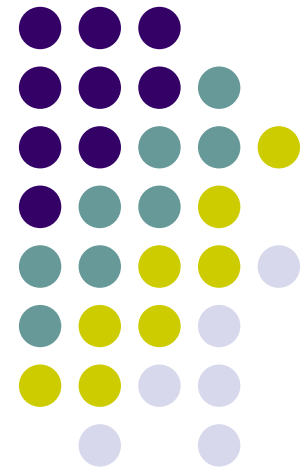


# Conduct or Behavior “of a Sexual Nature”

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## 1. Verbal Conduct

- Remarks about physical characteristics  
Remarks about attractiveness or appearance (e.g., That outfit looks sexy)
- Remarks about sexual activity (e.g. discussion of dating, sex lives, preferences)
- Sexual Jokes
- Propositions (any type)



# Conduct or Behavior “of a Sexual Nature”

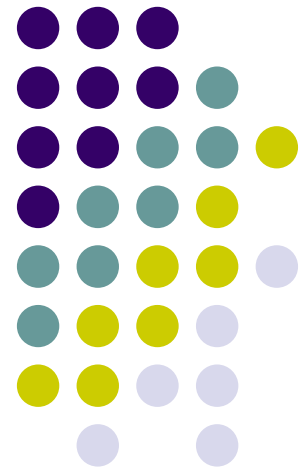
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## 2. Nonverbal Conduct

- Suggestive or insulting noises
- Leering/Gazing
- Whistling
- Making obscene gestures
- Exposing oneself

## 3. Visual

- Display of sexually explicit materials in and individual’s workplace or place of study
- Photocopies of private parts
- Explicit Films
- Sex Toys



# Conduct or Behavior “of a Sexual Nature”

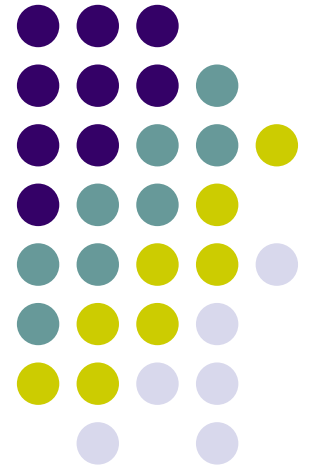
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## 4. Physical Conduct

- Any unwanted physical contact
  - Touching – any part of another’s body
  - Hand holding
  - Back rubs or “shoulder massages”
  - Brushing up against another person

## 5. Written Communications

- Love notes, letters or Emails
- Suggestive comments on memos
- Graffiti

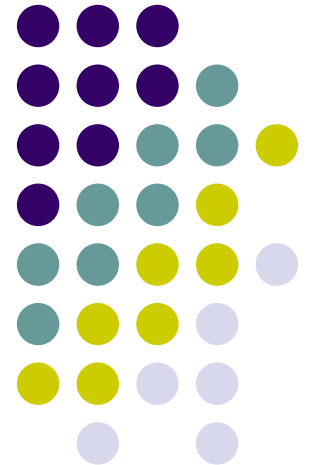


# Power Differentials

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- Romantic relationships are discouraged by the University if these relationships involve a significant power differential such as:
  - Faculty and students/teaching assistants
  - Supervisor and Subordinates
  - Employees and students

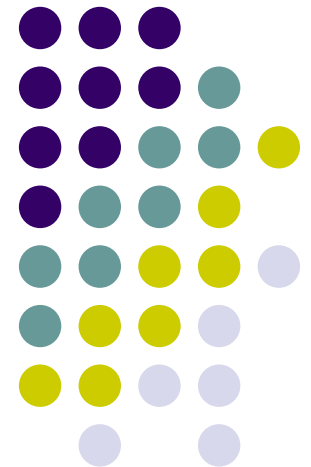
**WHEN IN DOUBT, DON'T DO IT!!!**



# Consensual Relationships

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Consensual Relationships do not constitute sexual harassment, but all consensual defenses are closely scrutinized and supervisor/subordinate consensual relationships are suspect.

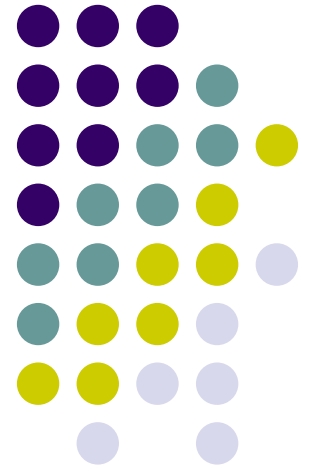


# Filing Complaints

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A student or employee who considers themselves a victim of sexual harassment should first consult an appropriate University Official such as:

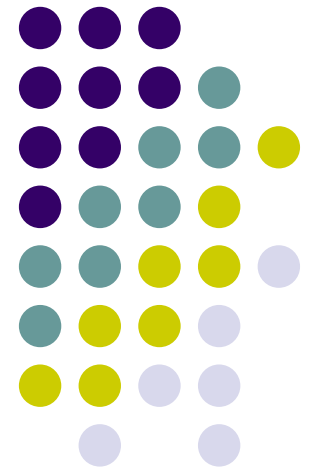
- A Vice President
- A Department Head or Director
- Dean
- or their designated representative



# Informal Complaints

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- Any student or employee who believes that he or she has been sexually harassed may file either a formal or informal complaint with the University.
- Complaints of Sexual Harassment must be presented within 120 days following the alleged harassment in order to utilize the University's Grievance Policy.

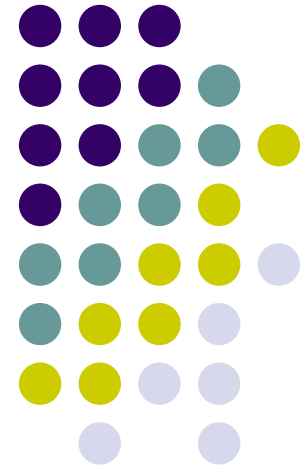


# Informal Complaint Reports

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## Sexual Harassment Complaint Report

- Complainant must describe the specific harassment and the type of relief sought.
- The University official receiving the complaint will conduct an informal investigation if they believe the complaint warrants additional investigation.
- The University will attempt to resolve the complaint to the mutual satisfaction of both the complainant and the alleged offender.

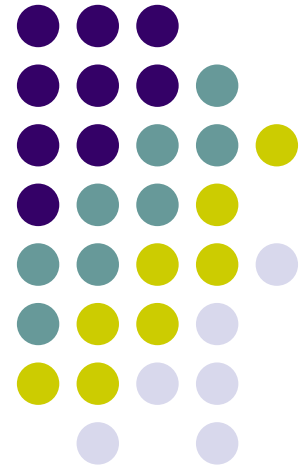


# Formal Grievances

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## “Formal Grievance Against Sexual Harassment” Form

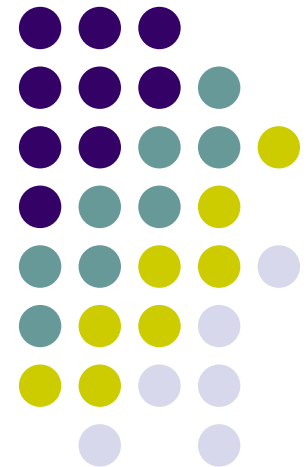
- The complainant must submit a signed and dated form within 10 working days from the failed informal resolution or within 120 calendar days of the alleged sexual harassment incident.
- The complainant must also submit a written complaint detailing each instance of alleged sexual harassment and type of relief sought.



# Formal Grievance Response for Accused

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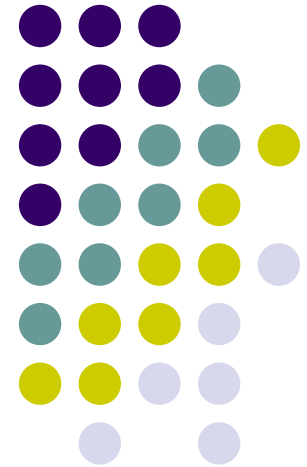
- The alleged offender will have 10 working days to respond to the alleged complaint.
- The response shall address each instance of alleged sexual harassment state in the written complaint.
- If the alleged offender opts not to respond or if response is not received within the designated timeframe, a Notice of Non-response shall be sent to the alleged offender.



# Grievance Review

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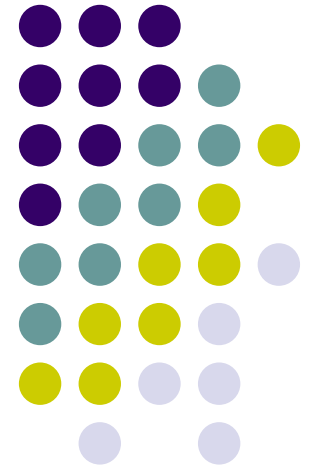
- The grievance and the alleged offender's response will be forwarded to the Human Resource Department for review and action as requested by the appropriate Vice President.
- Findings and recommendations for any disciplinary action will be forwarded to the President for his review and appropriate action.



# Retaliation/False Information

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- Retaliation against any individual filing a sexual harassment complaint will not be tolerated by the University.
- The making of false accusations against any individual will also not be tolerated by the University.
- Either retaliation or bringing false accusations will result in disciplinary action by the University.



# Right of Appeal

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- Either party may appeal the decision of the University President by submitting a written letter of appeal to the President of the University of Louisiana System Board of Supervisors within 10 working day of issuance of the University President's decision.
- The written ruling of the President of the University of Louisiana System Board of Supervisors shall constitute the final decision.

