

SEXUAL HARASSMENT

Sexual Harassment - It is the responsibility of Langston University to provide an educational, employment, and business environment free of unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct or communications constituting sexual harassment as defined and otherwise prohibited by State and Federal statutes.

Policy (This policy is designed to apply only to employment and/or relationships among faculty, staff, and students.)

It is the policy of Langston University that sexual harassment of faculty and staff is prohibited in the workplace and in the recruitment, appointment, and advancement of employees; sexual harassment of students is prohibited in and out of the classroom and in the evaluation of student's academic performance. It is also the policy of the University that accusations of sexual harassment, which are made without good cause, shall not be condoned. It should be remembered that accusations of sexual harassment are indeed grievous and can have serious and far-reaching effects upon the careers of individuals. This policy is equally applicable to faculty, staff, and students. This policy is in keeping with the spirit and intent of various federal guidelines that address the issue of fair employment practices, ethical standards, and enforcement procedures.

Grievance procedures consistent with the principles of due process have been developed and implemented for faculty and staff; the latter includes both Administrative and Professional employees and Classified staff. Grievance procedures are available for students in the Office of the Vice President for Student Services. The grievance procedures for faculty and staff are included in the Employee Policy Manual.

Policy Guidelines

Definition – The Equal Employment Opportunity Commission's Guidelines on Discrimination Because of Sex define sexual harassment as follows (for the purpose of this policy definition, academic situations are incorporated):

- Complaints and grievances concerning sex discrimination will be reviewed under the appropriate grievances procedures for the accuser. Complaints and grievances concerning disciplinary actions will be reviewed under the appropriate grievance procedures for the person accused.

- Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment under the following conditions:

1. submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic standing;
2. submission to or rejection of such conduct by an individual is used as the basis for employment decisions or academic decisions affecting such individual; or
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/academic environment.

REGULATIONS

- a) It shall be a violation of University policy, faculty, staff, and/or students to engage in sexual harassment.
- b) It is a violation of University policy for anyone to seek, gain advancement, or improve academic standing or consideration in return for sexual favors.
- c) Any allegation of sexual harassment that is made without good cause is a violation of University policy.
- d) It is a violation of University policy for faculty, staff, and/or students to initiate any action as reprisal against a faculty or staff member or student for reporting sexual harassment.
- e) Whenever there is a demonstrated instance of sexual harassment, or reprisal for reporting same, prompt and corrective action shall be taken. Failure to take appropriate action is against University policy.

PROCEDURES

- a. Persons who have a complaint alleging sexual harassment should state their complaint through normal administrative channels. Individual administrators empowered to receive complaints shall include department heads, school deans/department chairs, or Vice Presidents of an operational unit.

- b. This policy will be published in the Student Handbook, Faculty and Staff Handbook, and the Affirmative Action Compliance Plan.
- c. This policy will be administered through Faculty/Staff Policy Manual, Affirmative Action Compliance Plan, and the grievance procedures for staff and students respectively.