

La Salle University is committed to fostering an academic situation and work environment which is free of all forms of discrimination. Sexual harassment is an illegal form of discrimination under Title VII of The Civil Rights Act of 1964 and Title IX of the Educational Amendments of 1972. Sexual harassment refers to any type of unwanted behavior directed toward a student or employee based on his or her gender. These laws are concerned with the IMPACT of the behavior, not the INTENT.

Sexual harassment is a serious offense and is prohibited conduct that will not be tolerated whether it be in a faculty/student, faculty/faculty, supervisor/employee, staff/student, student/ student, or other relationship. La Salle University firmly believes in providing an academic environment and work place that is respectful of all of its members and thus, free from all forms of sexual harassment. All members of the community are responsible for ensuring such an environment exists.

This pamphlet provides information about:

- Definitions of sexual harassment
- Facts about sexual harassment
- Examples of sexual harassment
- Procedures for addressing and resolving complaints of sexual harassment
- Emotional support
- On campus and off campus resources

Sexual Harassment: Definitions of terms

The Federal Equal Employment Opportunity Commission defines sexual harassment as unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when...

- 1/ submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic advancement;
- 2/ submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting such individual ; or
- 3/ such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work or academic environment.

Know the facts!

- The victim as well as the harasser may be MALE or FEMALE. The victim does not have to be of the opposite sex.
- The harasser can be the individual's supervisor, professor, co-worker, another student, a staff member or an advisor.
- The victim does not have to be the person harassed but could be anyone affected by the offensive conduct.
- The harasser's conduct must be unwelcome.

-The nature of sexual harassment has to do with power, intimidation and control and not with sexual intimacy and healthy relationships.

-source: <http://www.eeoc.gov/facts/fs-sex.html>

#### Some Examples of Sexual Harassment

A professor insists that a student have sex with him/her in exchange for a good grade.

A student sends sexually oriented jokes around on an email list s/he created even when asked to stop.

Explicit sexual pictures are displayed in a professor's office, on a residence hall door or on a computer monitor in a public space.

A group of students 'rates' another person's body or sex appeal or comments about his/her clothing or appearance.

An internship or co-op supervisor engages a student in a discussion about his/her past sexual experiences.

An ex-girlfriend spreads personal stories about her sex life with her former boyfriend to the clear discomfort of the boyfriend.

A sorority requires prospective members to share stories about past sexual experiences as a prerequisite for acceptance into the sorority.

A professor makes derogatory remarks about someone's sexual identity or draws attention to a student's sexual orientation to illustrate a point.

**KEY POINT:** The above behaviors must be unwelcome. 'Sexual harassment' concerns the impact of the behavior on the 'victim' not necessarily the intent of the person engaging in the behavior.

#### Addressing and Resolving Complaints of Sexual Harassment

There are several options you can take if you believe that you have been or are being harassed, depending on the type of support/action/help you are seeking. Anyone who believes that she or he has been or is being sexually harassed, can decide to do the following:

1/ Tell the harasser politely but firmly that his/her conduct is not welcome and must stop.

2/ Keep written accounts of everything that the harasser said or did so you have documentation. Tell others what is happening.

3/ If the conduct persists, or if the harassed person is afraid for any reason to confront the harasser, or the harassed person believes that she/he has been or will be retaliated against

by the harasser for invoking step 1, the individual has a choice to bring the problem to any of the following individuals: \*\*

For complaints involving students, contact one of the following:

- Dean of Students
- Associate Dean of Students
- Associate Director of Community

### **Development – Judicial Affairs**

As long as there is no immediate danger to yourself or others, the University Official will present the following choices:

-You can request a University Official to have a non-judicial conversation with the alleged harasser. This can be combined with a ‘no contact’ letter sent to the alleged harasser from the University Official.

-You can ask the University to bring formal judicial charges against the harasser

-You can ask to have a report filed with the Philadelphia Police (in addition to the University charge).

-You can choose not to file a formal complaint or to take no further action.

For complaints involving faculty or staff, contact the Affirmative Action Officer in the Human Resources Office.

-The Affirmative Action Officer will immediately investigate any such allegations of sexual harassment in as confidential a manner as is reasonably possible.\*\*

-The alleged harasser will be given an opportunity to respond to the allegations, but ordered not to confront or retaliate against the complaining person concerning the allegations. Neutral witnesses will be questioned when possible. All participants in the investigation will be instructed to keep the matter strictly confidential.

-Retaliation in any form against a complainant who has exercised his or her right to make a complaint under this policy is strictly prohibited, even if the investigation concludes that no sexual harassment has occurred.

Additional sources of information or support on campus include the following:

- The La Salle University Counseling Center
- University Ministry and Service
- S.A.V.E. (Sexual Assault and Violence Ends –a La Salle University student organization)
- Safety and Security (in particular if you feel your safety is at risk)

**\*\* A NOTE ABOUT CONFIDENTIALITY:** University administrators and staff who have knowledge of an allegation of sexual harassment have an institutional responsibility to investigate the complaint. To discuss a situation of sexual harassment confidentially, the counselors in the Counseling Center and the Campus Ministers in University Ministry and Service are able to maintain confidentiality unless the individual discloses that he or she is a danger to self or others.

A copy of the University's Sexual Harassment Policy is printed in the La Salle University Student Handbook as well as in the Personnel Manual.

### **EMOTIONAL SUPPORT**

The experience of Sexual Harassment can impact a person in many ways, jeopardizing a person's emotional and physical health. It can make a person feel angry, helpless, humiliated, intimidated and/or confused. It can result in physical symptoms such as nausea, headaches and sleep disturbances. Sexual Harassment is never the victim's fault. It is important to make sure to seek emotional support whether it be professional or from supportive friends or relatives (see next section for suggestions of on and off campus resources for emotional support).

### **RESOURCES**

#### **On-Campus**

If you feel your safety is in jeopardy:

Safety and Security x 2111

To file a complaint involving a faculty or staff member:

Affirmative Action Officer x 1014

To make a complaint involving a student:

Dean of Students x 1017

Associate Dean of Students x 1916

Associate Director of Community Development x 1550

For Confidential Emotional Support or to Discuss Options:

La Salle University Counseling Center x1\*55

University Ministry and Service x1048

S.A.V.E. (Sexual Assault and Violence Ends – a La Salle student organization):

SAVE\_leaders@yahoo.com

#### **Off-Campus**

In case of emergency:

Police Emergency x911

For More Information About Sexual Harassment:

Equal Employment Opportunity Commission 215 449 2600

Philadelphia Human Relations Commission 215 686 4692

PA Commission on Human Relations 215 560 2496

For Legal Support

Temple Legal Aid Office 215 204 7869

Women's Law Project 215 928 9801

Legal Line 215 2\*8 1701

Community Legal Services 215 89\* 5\*00

University of Pennsylvania Legal Clinic 215 898 8427

For Emotional Support or to Discuss Options

Women Organized Against Rape (WOAR) 215 985 \*\*\*\*

Northwest Victim's Assistance 215 924 9540

For On-Line Resources

<http://www.feminist.org/911/harass.html>

<http://www.9to5.org>