

SOUTHERN OREGON UNIVERSITY POLICY

STATEMENT ON SEXUAL HARASSMENT

Sexual harassment is a form of unlawful sex discrimination. Sexual harassment is prohibited by Title VII of the Civil Rights Act of 1964 and Title IX of the Educational Amendments of 1972. It is the policy of the university that all employees and students have the right to work and learn in an environment free from unlawful harassment, unwelcome and unwanted sexual attention. Southern Oregon University prohibits sexual harassment of its employees and students in any form.

Sexually harassing conduct by administrators, staff or faculty members whether physical, verbal, or visual is prohibited. Sexually harassing conduct includes repeated offensive sexual flirtation, advances, proposition, continued or repeated abuse of a sexual nature, sexually orientated humor, graphic verbal comments about an individual's body or clothing, the display in the work place or learning environment of sexually degrading objects, sexually threatening behavior or any undesirable physical conduct.

Sexual harassment is a violation of a person's privacy and dignity and can create a hostile and intimidating work or learning environment. It is illegal. Overwhelmingly, victims of sexual harassment are women, however, men may be victims of sexual harassment by women, and same sex harassment also occurs.

University employees have a concurrent right to work in an environment free from unlawful discriminatory behavior, including the right to work in an environment free from sexual harassment. No supervisor shall threaten, or insinuate either explicitly or implicitly, that any employee's submission to or rejection of sexual activities will in any way influence personnel decision regarding the employee's employment evaluation, duties, wages, advancement, shifts, or any other condition of employment or career development.

Persons raising complaints of unlawful sexual harassment are protected from retaliatory actions. Reprisals against a complainant may result in disciplinary action or dismissal.

Questions or concerns should be directed to Jay Stephens at 541-552-8557, Sue Walsh at 541-552-6122, or Taylor Burke at 541-552-6221.