



YOU HAVE THE RIGHT TO BE FREE FROM DISCRIMINATION & SEXUAL HARASSMENT

Western's policies on [Ensuring Equal Opportunity and Prohibiting Discrimination and Retaliation](#) and [Preventing and Responding to Sex Discrimination, Including Sexual Misconduct](#) apply to students, faculty, staff, volunteers, and others in the Western community. **Western students employed by the university have the right to work and go to school free from illegal harassment, bullying or discrimination** on the basis of race, color, creed, religion, national origin, sex, disability, age, veteran status, sexual orientation, gender identity or expression, marital status, pregnancy, parenting status or genetic information.

The right to harassment and discrimination-free work and educational environments includes the right to be free from sexual harassment. Sexual harassment is unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature that interferes with a student's work or educational experience or creates an intimidating, hostile or offensive working or learning environment. Sexual harassment may take many forms, including comments about one's body, unwanted touching, asking about sexual experiences, sharing intimate personal information, or displaying sexual images. Under Title IX, sexual violence, including sexual assault, dating and domestic violence, and stalking, is also a form of sexual harassment.

If you believe you have experienced sexual harassment or discrimination:

- Take action right away, as appropriate. Ignoring it will not prevent future harassment.
- Remember, law and University policy are committed to a harassment-free environment.
- If you feel comfortable doing so, tell the person to stop.
- Report it to your supervisor or the Equal Opportunity (EO) Office. Sue Guenter-Schlesinger, Vice Provost for Equal Opportunity and Employment Diversity, is [Western's Title IX Coordinator](#).
- Write down what happened. Avoid responding to harassing emails, texts, etc.
- You have the right to file a discrimination/Title IX complaint with the EO Office.

Western policy and the law prohibit retaliation against anyone for reporting alleged sexual harassment or discrimination.

