

POLICY

Effective Date: June 9, 2009
Approved By: President Bruce Shepard
Executive Policy Group

Authority:
[Title VII of the Civil Rights Act of 1964](#)
[Title IX of the 1972 Education Amendments](#)
[RCW 49.60, WAC 516-23-280](#)

Cancels: Appendix C, 2005-2007 Faculty Handbook
Appendix A, Paragraph C Student Handbook,
Administrative Policies and Procedures on Affirmative Action,
Employment, Equal Opportunity, and Discrimination

See Also:
[POL-U1600.02](#), [POL-U1600.03](#),
[POL-U1600.05](#), [PRO-U1600.02A](#)

POL-U1600.04 PREVENTING SEXUAL HARASSMENT

Policy applies to all employees, students, volunteers, agents, groups and individuals. It also applies to organizations that use university facilities and other members of the university community to the extent provided by law.

Definition:

Sexual harassment is a form of sex discrimination and is therefore prohibited by law. Sexual harassment is unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when:

- Submission to such conduct or activity is made either explicitly or implicitly a term or condition of an individual's employment or academic progress;
- Submission to or rejection of such conduct or activity is used as the basis for employment or academic decisions affecting such individuals, or
- Such conduct or activity unreasonably interferes with an individual's work or academic performance or creates an intimidating, hostile or offensive working or learning environment.

Sexual harassment can occur between persons without regard to gender, age, appearance, or professional status.

- 1. The University Provides a Positive Learning and Working Environment for Students and Employees and Will Not Tolerate Sexual Harassment**
- 2. The Vice Provost for Equal Opportunity & Employment Diversity Provides Education and Training on Sexual Harassment Prevention**

In accordance with state law and this policy:

POLICY

- A. The university provides on-going training about the nature and consequence of sexual harassment and procedures for handling complaints.
- B. University employees are required to be trained in the prevention of sexual harassment.

Deans and Vice Presidents are responsible for ensuring that their employees complete the mandatory sexual harassment prevention training.

3. The University Provides an Avenue for Reporting Sexual Harassment

Individuals who believe they been the subject of sexual harassment are encouraged to report incidents to the proper authorities as outlined in PRO-U1600.02A Discrimination Complaint Procedure.

4. The Vice Provost for Equal Opportunity and Employment Diversity Investigates Allegations of Sexual Harassment

The university takes measures to ensure a working and learning environment that is free of sexual harassment. When the university becomes aware of allegations of sexual harassment it investigates those allegations.

5. The University Takes Action Towards Violators of This Policy

Anyone who is found to be in violation of this policy will be subject to a range of sanctions, including written reprimand, termination, or expulsion.

6. Supervisors and Others in Leadership Positions have Special Responsibilities

Persons in supervisory and leadership roles may face personal liability if they fail to take appropriate action when they become aware of instances of sexual harassment.

7. The University Prohibits Retaliation

The university prohibits retaliation against anyone reporting or thought to have reported sexual harassment or encouraging others to retaliate. Such retaliation will be considered independently, whether a charge or informal complaint of sexual harassment is substantiated.