



STOP SEXUAL HARASSMENT

Sexual Harassment is unwelcome, threatening, demeaning, humiliating, ridiculing, or offensive conduct or situation that unreasonably interferes with a person's ability to perform academically or on the job. In addition, no one should imply or threaten that a student or employee's "cooperation" of a sexual nature (or refusal thereof) will have any effect on the individual's academic pursuits, employment, assignment, compensation, advancement, career development, or any other condition of employment.

If it is determined that a violation of the Sexual Harassment Policy has occurred, appropriate disciplinary action (up to and including suspension or termination) will be taken.

Any employee or student who believes that he or she has been the victim of Sexual Harassment or Retaliation is encouraged to consult with GSU's EEO/Wage & Salary Officer or an appropriate University official (Vice President, Dean, Department Head, Director, etc.) to gain an understanding of the University's Sexual Harassment Policy and Complaint Procedures, available options and resources provided. In all cases, these university officials have the responsibility of alerting GSU's EEO/Wage & Salary Officer about the allegation. **GSU will make every effort to maintain confidentiality to the extent possible with a thorough investigation.** To address Sexual Harassment and Retaliation, GSU has in place, a procedure for handling Sexual Harassment complaints both informally and formally. Either procedure may be used. Forms may be accessed at:

<http://www.gram.edu/employment/shpolicy.asp>

<http://gsunet/eo/shproc.asp>

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