



**SEXUAL HARASSMENT**

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**Effective Date:**

**Revised Date:** March 1, 2009

**Responsible Office:** EEO

**Division:** President

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**I. PURPOSE/OBJECTIVE**

To establish guidelines and procedures for enforcement of the University's policy prohibiting sexual harassment against any member of the GSU community.

**II. STATEMENT OF POLICY**

The position of **Grambling State University** is that all employees and students should be able to enjoy academic and work environments free from all forms of discrimination, including sexual harassment and retaliation.

Sexual harassment is unwelcome, threatening, demeaning, humiliating, ridiculing, or offensive conduct or a situation that unreasonably interferes with a person's ability to perform academically or on the job. It undermines the integrity of the academic environment and employment relationship. No employee or student, either male or female – should be subjected to unsolicited, unwelcome sexual overtures or conduct, either verbal or physical.

Sexual harassment refers to behavior of a sexual nature that is unwelcome, unwanted, and personally offensive. Such behavior creates hostile and offensive academic and working environments that interfere with work effectiveness and performance. Sexual harassment occurs when (1) submission to the conduct is an explicit or implicit term or condition of employment, (2) submission to or rejection of the conduct is used as the basis for an employment decision, or (3) the conduct unreasonably interferes with an individual's work performance or creates an intimidating, hostile or offensive working environment. Sexual harassment does not refer to occasional compliments of a socially acceptable nature.

Such unwelcome conduct, whether committed by an employee, student, or third (external) party, is specifically prohibited by this policy. Conduct of a sexual nature includes, but is not limited to repeated offensive sexual flirtation, advances, or propositions; continued or repeated verbal abuse of a sexual nature; graphic or degrading verbal comments of a sexual nature about an individual or his or her appearance; the display of sexually suggestive objects or pictures; or any offensive or abusive physical conduct. The person being harassed has the responsibility of

making his/her displeasure known to the offending party. Harassment by external parties should be reported directly to the EEO.

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.

Please note that the University discourages any type of sexual relationship between supervisors and their subordinates, or between faculty and students.

Members of the university community who make false and malicious complaints of sexual harassment as opposed to complaints which, even if erroneous, are made in good faith, may be subject to disciplinary action.

Retaliation against any complainant making a good faith complaint under this policy or retaliation against witnesses assisting in an investigation of a complaint is expressly prohibited by this policy. Retaliatory words or behavior that punish or threaten to punish a complainant for making a complaint of Sexual Harassment under this policy or witnesses assisting in the investigation of a complaint are strictly prohibited.

Sexual harassment training is mandatory for all new employees upon hire and every three years for continuing employees. Any questions regarding either this policy or a specific factual situation should be addressed to the appropriate supervisor or to the **Equal Employment Opportunity Officer**.

Individuals who feel they have been harassed should initiate the following forms:

[Informal Sexual Harassment/Retaliation Complaint Form](#)

### **III. SANCTIONS**

If it is determined that a violation of this policy has occurred, appropriate disciplinary action up to and including discharge may be taken. Violation of this policy can include, but is not limited to the following actions: (1) oral and/or written reprimand, (2) counseling, (3) reassignment of duties, transfer, demotion, etc., (4) suspension, (5) termination, (6) or any combination of those previously listed.