

Section: **Policy Statement - Administrative**

Subject: **Policy Against Sexual Harassment and Sexual Assault**

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**Purpose:** To communicate Associated Students commitment to maintain an environment free from sexual harassment and sexual assault and to reinforce that such activity will not be tolerated.

**New/Revised:**

**Council Adoption Date:** April 30, 2001 - Supersedes P 2/22/93

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## **I. Policy**

It is the policy of the Associated Students to maintain an environment free from sexual harassment and sexual assault. Sexual harassment is reprehensible and will not be tolerated. It subverts the mission of the University and the Associated Students and threatens the educational experience and well-being of students, faculty, and staff. The Associated Students encourages all employees to treat one another with dignity and respect.

## **II. Definition of Sexual Harassment**

For purposes of the policy, sexual harassment is defined as unwelcome conduct of a sexual nature when:

- a) submission to such conduct is made either explicitly or implicitly a term or condition of employment, or a term of participation in Associated Students programs or activities; OR
- b) submission to or rejection of such conduct by an individual is used as a basis for employment or decisions affecting participation in Associated Students programs or activities affecting such an individual; OR
- c) such conduct has the purpose or effect of unreasonably interfering with an individual's work or creating an intimidating, hostile, or offensive working environment.

### **III. Definition of Sexual Assault**

- a) Sexual assault is any involuntary sexual act in which a person is threatened, coerced, or forced to comply against her/his will.

### **IV. Reporting and Complaint Procedure**

The Associated Students will take all steps reasonable necessary to ensure that employees work in an environment free from intimidation and hostility. Any employee who believes that she or he has been a victim of sexual harassment or sexual assault should discuss the matter with the Associated Students General Manager at the earliest opportunity. Even when such harassment is caused by a fellow employee or non-employee, it should be brought to the immediate attention of the General Manager. All such complaints will be treated with maximum feasible confidentiality and will be investigated and resolved promptly.

Any employee who engages in such conduct is subject to appropriate disciplinary action, including immediate discharge and may be liable to the offended party under applicable laws.

Associated Students takes harassment seriously and will take appropriate steps to eliminate it. An individual who falsely accuses another individual of harassment should be aware that he/she may be personally liable under applicable laws for such allegations.