

POLICY AND PROCEDURES ON SEXUAL HARASSMENT

The George Washington University reaffirms its commitment to maintaining a positive climate for study and work, where individuals are judged solely by relevant factors, such as ability and performance, and are free to pursue their academic and work activities in an atmosphere free from coercion and abuse. Sexual harassment of students by faculty or administrators, or of employees by those in a position to affect their employment conditions or by other employees in the work unit, is inimical to such atmosphere and will not be tolerated.

The University has adopted a definition of sexual harassment that will be applied in determining whether or not particular conduct constitutes sexual harassment. The definition parallels Section 1604.11 of the Equal Employment Commission Guidelines on Discrimination Because of Sex. Sexual harassment is defined as:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when (1) submission to such conduct is made explicitly or implicitly a term or condition of academic advancement or employment, (2) submission to or rejection of such conduct by an individual is used as the basis for decisions relating to the academic advancement or employment of the individual, (3) such conduct has the purpose or effect of substantially interfering with an individual's academic work performance or limiting participation in University programs, or (4) the intent or effect of such conduct is to create an abusive, hostile, or offensive academic or work environment.

In accordance with the statement on academic freedom as outlined in the *Faculty Code*, course content or emphasis and/or textbooks and other assigned materials are specifically exempted from coverage.

Violation of this policy may lead to disciplinary action to include suspension or termination.

The University has adopted procedures for handling complaints of sexual harassment. A complete copy of these procedures is available in the Faculty Recruitment and Personnel Relations Office. The University has designated a Sexual Harassment Response Coordinator who responds to questions and concerns, and handles formal grievances and complaints. The coordinator can be reached at 202-994-6503. Additionally, the Assistant Vice President in the Faculty Recruitment and Personnel Relations Office is available to faculty to discuss complaints of sexual harassment. The Dean of Students is available to students to discuss such complaints. The Director of Equal Employment Activities will discuss complaints with administrative staff and employees.