

sexual harassment
takes many forms.

Whatever form it takes, it is
unacceptable behavior.

North Dakota State
University prohibits sexual
harassment and is
committed to making sure
that members of the campus
community are not subjected
to such behavior. A
professional, approachable
staff is ready to listen to your
concerns and put a stop to
sexual harassment.

NDSU's sexual harassment policy

As part of its commitment to equal opportunity North Dakota State University prohibits sexual harassment of its employees and students, including student-to-student and other peer sexual harassment.

This policy is in compliance with federal regulations implementing Title VII of the Civil Rights Act of 1964 and Title IX of the Education Amendments of 1972, and defines sexual harassment as:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when

(1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic achievement,

(2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions or academic decisions affecting such individual, or

(3) such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive environment.

Individuals concerned about violations of this policy should request assistance from the University's Director of Equal Opportunity, the University's General Counsel, the Counseling and Disability Services Office, the Associate Director for Student Rights and Responsibilities, or an appropriate administrator. When administrators or supervisors become aware of occurrences of sexual harassment in their areas, they are responsible for stopping the behavior or reporting it to the Director of Equal Opportunity. In addition, the University's equal opportunity grievance procedure shall be available for any person who wishes to file a complaint alleging a violation of this policy.

What is sexual harassment?

Sexual harassment is the unwanted imposition of sexual attention, usually in the form of repeated or unwanted verbal or physical sexual advances, sexually implicit or derogatory statements, made by someone in your classroom or workplace which cause you discomfort or humiliation and interfere with your academic or work performance.

Sexual harassment can be committed against women or men. Some examples of sexual harassment include, but are not limited to, the following:

- XSexually oriented jokes and derogatory language of a sexual nature
- XObscene gestures
- XDisplays of sexually suggestive pictures
- XUnnecessary touching
- XDirect physical advances of a sexual nature that are inappropriate and unwanted
- XRequests for sex in exchange for grades, letters of recommendation, or employment opportunities
- XDemands for sexual favors accompanied by implied or overt threats

What you can do and where you can go for help

1. Clearly say "no" to the person whose behavior is unwelcome.
2. Communicate either orally or in writing with the person whose behavior is unwelcome.

The most useful communication will have three parts:

- A. A factual description of the incident(s), including date, time, place and specific action;
- B. A description of the writer's feelings, including any consequences of the incident;
- C. A request that the conduct cease. Frequently such a communication will cause the unwelcome behavior to stop.

3. Request assistance from any of the following:
Sandra Holbrook, Director, Equal Opportunity, 231-7703
Center for Student Counseling & Personal Growth, 231-7671
Rick Johnson, University General Counsel, 231-7215
Office of Human Resources, 231-8961.
Nona Wood, Associate Director for Student Rights and Responsibilities
An administrator, faculty or staff person in your department or office.

You may call one of these offices just to talk about a concern you have. The appropriate office will then work with you to determine what action, if any, you would like to take. Contacting any of these offices does not require filing a formal complaint. Confidentiality is protected to the greatest degree possible.

It is important to stop harassment and get help if necessary. If you are hesitant to seek help on campus, you can also contact a reliable community resource, the Fargo-Moorhead Rape and Abuse Crisis Center, at 293-7273.

If you experience sexual harassment

1. Don't blame yourself. An individual-student or employee-does not bring sexual harassment upon himself or herself. It is the action of someone else. It is not your fault.
2. Don't keep silent. If you are being harassed, there are probably others being harassed.
3. Don't delay in reporting a sexual harassment incident. Call or talk to a trusted administrator, faculty member, counselor, or the Director of Equal Opportunity as soon as an incident occurs. They will work with you in deciding the best way to handle the situation.
4. Don't fear retaliation. Retaliation by the person sexually harassing you is not acceptable and is grounds for a grievance under NDSU policy.
5. Don't let it change your life. Too often, sexual harassment causes individuals to drop a class, change majors, transfer to a different school, or quit a job.

Remember: You have the right to study and work in an atmosphere free of harassment and discrimination. You have the right to complain, free from retaliation.

For more information about educational resource materials available on sexual harassment, contact: Sandra Holbrook, Director, Equal Opportunity, Old Main, 231-7703

NDSU is an equal opportunity institution. This brochure is available in alternative formats upon request.

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