

## **Sexual Harassment Policy**

Sexual harassment has been 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 a condition for employment, promotion, grades or academic status.
2. Submission to or rejecting of such conduct is used as the basis for employment or academic or other decisions affecting an individual.
3. Such conduct has the purpose or effect of interfering unreasonably with the individual's work, or academic performance or creates an offensive, hostile, or intimidating working or learning environment.

### **Resolution of Complaints**

A student who believes that he/she has been subjected to sexual harassment is required to report the behavior immediately to a faculty member who will notify the Program Coordinator. However, if the faculty member is involved in the alleged misconduct or the nature of the alleged misconduct is such that the student is not comfortable reporting the behavior to the faculty member, the student may report the behavior directly to the Program Coordinator or Dean, Student Services. As an unbiased third party, the Program Coordinator will gather all the relevant information and will also conduct interviews. The findings and any recommended action of the Program Coordinator will be reported to the Dean, Student Services who will make a decision and recommend corrective actions as necessary.

Should the student request the opportunity to speak with someone of the gender opposite that of the faculty member or Program Coordinator, another person will be appointed by the Dean, Student Services to conduct the investigation. To the extent possible, the investigation will be conducted in a manner calculated to protect the privacy of the individuals involved.

**Section 1604 of Title VII Civil Rights Act of 1964, Title IX of the Educational Amendments of 1972, and the Pennsylvania Human Relations Act.**