

Excerpt from the University Policy:

The University is committed to preventing, correcting and disciplining incidents of unlawful sexual harassment. CSU's policy applies to all persons affiliated with the University, including its students and employees. The excerpt from the policy below defines sexual harassment. The complete policy and grievance procedures are available at http://oeod.colostate.edu/sexual_harassment.aspx.

Quid Pro Quo Sexual Harassment: Unwelcome sexual advances, requests for sexual favors, and other verbal and physical conduct of a sexual nature by one in a position of power or influence constitutes quid pro quo sexual harassment when (1) submission by an individual is made either an explicit or implicit term or condition of academic standing or of employment or (2) submission to or rejection of such conduct is used as the basis for academic or employment decisions affect-

ing that student or employee. Quid pro quo sexual harassment normally arises in the context of an authority relationship... which may be direct, as in the case of a supervisor and subordinate or teacher and student, or it may be indirect when the harasser has the power to influence others who have authority over the victim.

Hostile Environment Sexual Harassment: Unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature... direct[ed] toward an individual because of her or his gender, are severe and/or pervasive, and have the purpose or effect of (1) creating an intimidating, hostile, or offensive academic or work environment or (2) unreasonably interfering with another's academic performance or work.

Our Commitment

Colorado State University strives to create and maintain a work and student environment that is fair, humane, and respectful so that each member of the University community is treated with dignity and rewarded for such relevant considerations as ability and performance. Abusive treatment of individuals on a personal or stereotyped basis (such as national origin, race, religion, age, disability, veteran status, sexual orientation or gender identity) is contrary to the concepts of academic freedom and equal opportunity. Sexual harassment is one form of such abuse. It cannot be tolerated and is prohibited by the University.

Members of the University community who may have been subjected to, observed or have concerns related to sexual harassment in the University's learning or work environment are, without fear of reprisal, encouraged to discuss their concerns with their supervisors, senior staff in the Office of Equal Opportunity and Diversity (OEOD), or any vice president.

The University's Sexual Harassment Policy and procedures (informal and formal) for addressing unlawful harassment can be found at http://oeod.colostate.edu/sexual_harassment.aspx or the OEOD at (970) 491-5836.

Even though you may not be experiencing sexual harassment, it is important to know about it.

What You Should Do

If you have been harassed, you may feel partly responsible, be reluctant to get someone else in trouble, or fear retaliation – but you want the harassment to end. An incident that troubles or concerns you is worth discussing. Do not dismiss your problem as unimportant or decide that if you ignore it, it will go away. It probably won't. The University's procedures place a strong emphasis on resolving the situation at the lowest possible level with the commitment to take appropriate steps reasonably calculated to end any harassment that has occurred, remedy its effects, and prevent the harassment from occurring again. The procedures provide for informal and formal resolution options that can include advising, mediating a mutual resolution, investigation and recommendations for appropriate disciplinary action.

If you feel you have been sexually harassed, you are encouraged to bring the matter to the OEOD. Prompt reporting is essential to the University's effort to address and end the offending behavior. A senior staff member will explain your options, review the steps you can take and help you decide what to do in your particular situation. Your discussion will be kept confidential to the full extent permitted by law.

What You Should Know about Sexual Harassment

All behavior that is inappropriate is not sexual harassment. In determining whether sexual harassment occurred, all relevant circumstances will be considered. Facts will be judged on the basis of whether a reasonable person, i.e., a person of ordinary sensitivity could have interpreted the alleged behavior to be sexually harassing.

Sexual harassment need not be intentional. The intent of the person who is alleged to have behaved improperly is not the determining factor. It is the impact on the person experiencing the behavior that determines if a violation occurred. Both men and women can be sexual harassers as well as the target of sexually harassing behavior. Sexual harassment can take many forms and can occur between individuals of the same sex or opposite sex.

Free Speech Rights and Sexual Harassment

Expression occurring in an academic, education, or research context is broadly protected by academic freedom and the First Amendment. Great care must be taken not to inhibit open discussion, academic debate, and expression of personal opinion, particularly in the classroom. Nonetheless speech or conduct of a sexual or hostile nature that occurs

Sexual Harassment

KNOW YOUR RIGHTS and RESPONSIBILITIES

in the context of educational instruction may exceed the protections of academic freedom if it can be reasonably regarded as non-professional speech, lacks accepted instructional purpose or is not relevant to the academic subject matter.

Your Contribution to Our Commitment

- Review CSU's policy on sexual harassment.
- Be aware of your own behavior and how it may be perceived by others. If in doubt, stop the behavior.
- Don't participate when others are engaging in sexually harassing behavior.
- Say something when you witness sexual harassment. Don't condone it by your silence.
- Be supportive when someone you know has been sexually harassed. Listen respectfully. If you are a witness, be willing to testify about it.
- Do not retaliate if someone accuses you of sexual harassment or participates in an investigation or review. It is unlawful and will not be tolerated.
- Work to create a fair and supportive environment for everyone.

Assistance

Office of Equal Opportunity and Diversity: 491-5836

Human Resource Services: 491-5793

Employee Assistance Program: 491-5300 or 1-800-497-9133

Dean of Students: 491-5312

Office of Conflict Resolution and Student Conduct Services:
491-7165

Office of Equal Opportunity and Diversity
101 Student Services Building
0160 Campus Delivery
Fort Collins, CO 80523-0160
Phone: (970) 491-5836
FAX: (970) 491-2690
www.oeod.colostate.edu

CSU is an Equal Opportunity/Affirmative Action employer.

