

Sexual Harassment Policy

Summary

The university's policy position on sexual harassment in the workplace.

Purpose

To provide guidance on the university's policy position on sexual harassment in the workplace.

Policy

Columbus State University is committed to creating and maintaining a University community in which all persons can work and learn together in an atmosphere free of harassment. Therefore, sexual harassment within the Columbus State University community is expressly prohibited.

Each member of the Columbus State University community is expected to respect the dignity and worth of all other members of the community and to refrain from any conduct that could give rise to a charge of sexual harassment.

Persons who engage in sexual harassment shall be subject to disciplinary action, to include dismissal or exclusion when warranted.

Definition

Sexual harassment is created by unwelcome sexual advances, requests for sexual favors or other conduct of a sexual nature when:

- A. Submission to such conduct is made explicitly or implicitly a term or condition of an individual's employment or status in a course, program or activity.
- B. Submission to or rejection of such conduct is used as a basis for a decision affecting an individual's employment or participation in a course, program or activity.
- C. Such conduct unreasonably interferes with an individual's work or academic performance or creates an intimidating, hostile or offensive working or academic environment.

Regardless of intent, it is the effect and characteristics of behavior which determine whether the behavior constitutes sexual harassment.

Related USG Policy

BOR 8.2.16

Last Update

6/30/18

Responsible Authority

CSU Human Resources