

## UNIVERSITY OF MISSISSIPPI SEXUAL HARASSMENT POLICY

The University of Mississippi is committed to fostering an environment that prevents sexual harassment of students and employees. The University also has a commitment to professionalism, fostered by an atmosphere of mutual trust and respect. These commitments are threatened when persons in positions of authority abuse the trust placed in them.

The University's Sexual Harassment Policy includes relationships between a faculty member and a student when the faculty member has a professional responsibility for the student.

The University of Mississippi follows the Equal Employment Opportunity Commission's guideline definition of sexual harassment as its guideline for defining sexual harassment.

This guideline defines sexual harassment 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 either explicitly or implicitly a term or condition of an individual's employment, (2) submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work environment. These definitions apply to students as well as to employees who may have a complaint of sexual harassment.

In order for behavior to be considered sexual harassment it must be unwelcome and of a sexual nature. Examples include:

- C Verbal harassment or abuse of a sexual nature
- C Subtle pressure for sexual activity
- C Sexist remarks about a person's clothing, body or sexual activities
- C Unwanted touching, patting or pinching
- C Demanding sexual favors accompanied by implied or overt threats concerning one's job, grades, letters of promotion, pay, recommendation, etc.
- C Inappropriate display of sexually suggestive or pornographic materials

If any employee or student believes that he or she has been subjected to sexual harassment, he or she should immediately report this to the Office of Equal Opportunity and Regulatory Compliance, Post Office Box 1848, 217 Martindale Student Services Center, (662) 915-7735, wcolbert@olemiss.edu. You may report such incidents to your immediate supervisor or, if a student, to a faculty member; however, it is mandatory that allegations of sexual harassment be reported to the Office of Equal Opportunity and Regulatory Compliance.

The Executive Director of Equal Opportunity and Regulatory Compliance will handle the matter with as much confidentiality as possible. An immediate investigation will be conducted in an attempt to determine all of the facts concerning the alleged harassment. Retaliation against any employee or student who reports a claim of sexual harassment or against any employee or student who participates in the investigation of a complaint will not be tolerated by the University.

If it is determined that sexual harassment has occurred, corrective action will be taken. Depending upon the circumstances, this corrective action may include a reprimand, demotion, discharge or other appropriate action. A person bringing a frivolous allegation of sexual harassment may be subject to disciplinary action, which could include termination.

Please refer to the University's Sexual Harassment Guide for Students and Employees for additional information. This document is available from the Office of Equal Opportunity and Regulatory Compliance.

  
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