

MISSOURI SOUTHERN STATE UNIVERSITY POLICY

Policy #:		Effective:	June 2017*	Category:	Student Policies
Name:	Sexual Harassment Policy				

1.0 PURPOSE

The University is committed to fostering a work and learning environment where all individuals are treated fairly and with complete respect. It is, and continues to be, University policy that sexual harassment of employees, students, and applicants for employment or admission is unacceptable conduct that will not be tolerated.

2.0 SCOPE

This Policy applies to all members of the University community.

3.0 POLICY

“Sexual harassment” includes unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when:

1. submission to the conduct is made either an explicit or implicit term or condition of an individual’s employment; or
2. education; or
3. submission to or rejection of the conduct by an individual is used as the basis for employment or academic decisions affecting that individual; or
4. the harassment substantially interferes with an individual’s work or academic performance or creates an intimidating, hostile or offensive working or learning environment.

Sexual harassment is a serious violation of University policy and is incompatible with the University’s belief that employees and students should be treated with respect and dignity. Any employee, student or applicant for employment or admission who feels that he or she has experienced or observed sexual harassment by an employee of the University should report such incidents to his or her supervisor, or to the Director of Human Resources without fear of intimidation or reprisal. Sexual harassment complaints against students should be reported to the Dean of Students. The University will promptly investigate all allegations of sexual harassment in as confidential a manner as possible. The University will also take appropriate action to ensure that neither inappropriate language nor conduct, nor sexual harassment persists.

4.0 HISTORY

This policy may be revised, edited, changed or removed at any time with or without notice to applicable individuals.

5.0 RELATED DOCUMENTS