

## **Sexual Harassment Policy**

Shorter University affirms a commitment to Christian values and works to provide a campus community environment free from harassment. Shorter also is committed to recognizing, upholding, and enforcing the laws of the State of Georgia. Violation of those state laws shall not be condoned on the campus or at any activity held off campus by any constituency. It is the policy of Shorter University, in keeping with the efforts to establish an environment in which the dignity and worth of all members of the institutional community are respected, that sexual harassment of students and employees at Shorter University is unacceptable conduct and will not be tolerated. Sexual harassment may involve the behavior of a person of either sex against a person of the opposite or same sex, when that behavior falls within the definition outlined below.

Sexual harassment of employees and students at Shorter University is defined as any unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature, when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or participation in an educational program or activity.
- Submission to or rejection of such conduct is used as the basis for employment and/or academic decisions affecting the individual.
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or educational experience or creates an intimidating, hostile, or offensive work or educational environment.

Sexual harassment can be perpetrated upon members of the opposite gender or one's own gender. Occasional compliments of a socially acceptable nature do not normally constitute sexual harassment. Similarly, depending upon the circumstances, not all verbal and physical conduct will be considered sexual in nature.

Examples of verbal sexual harassment can include:

- sexual innuendoes
- offensive remarks about another person's clothing or body
- suggestive or insulting sounds
- implied or overt sexual propositions
- pressure for sex
- demanding sexual favors accompanied by implied or overt threats concerning one's job, grades, letters of recommendation, etc.

Examples of physical sexual harassment can include:

- leering or ogling at another's body
- obscene gestures
- inappropriate touching, fondling, or kissing
- coerced sexual contact

Procedures for filing a complaint and/or grievance may be found under Campus Resources which are posted in Scholar.