

UNIVERSITY OF WISCONSIN-EAU CLAIRE



SEXUAL HARASSMENT POLICY STATEMENT

I. POLICY

It is the policy of the Board of Regents of the University of Wisconsin System, and the University of Wisconsin-Eau Claire, consistent with efforts to foster an environment of respect for the dignity and worth of all members of the University community, that sexual harassment of students and employees is unacceptable and impermissible conduct which will not be tolerated.

II. DEFINITION

A. Sexual harassment of employees is defined as any 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, or
2. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or
3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

B. Sexual harassment of students is defined as any 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 a student's grades, recommendations, or other factors related to the student's academic career, or
2. Such conduct has the purpose or effect of unreasonably interfering with a student's work performance or creating an intimidating, hostile, or offensive classroom environment.

III. COMPLAINT PROCEDURES

Allegations of sexual harassment should be brought to the Affirmative Action office. Procedures followed by the Affirmative Action office in its investigation and review are available in the Affirmative Action office or on its campus website.