

Sexual Harassment

By Employees

The United States Equal Employment Opportunity Commission (EEOC) issued final regulations that forbid sexual harassment of employees by their superiors. In addition, sexual harassment of student participants in any federally funded program is strictly prohibited by the sex discrimination provisions of Title IX of the 1972 Education Amendments. Sexual harassment is defined by the EEOC 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 the basis for employment decisions affecting such an individual; or**
3. **such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment."**

Saint Peter's University strives to provide an environment for work and study, which permits all employees and students the opportunity to pursue a career or an education in which they can progress on their merit and ability, without regard to sex, race, marital status, color, religion, age, national or ethnic origin, disability, sexual orientation, or veteran's status.

Saint Peter's University disapproves of all acts or patterns of sexual harassment of employees and students, regardless of whether they are participants in any federally funded program, and will not tolerate violations of the laws pertaining to such acts by an employee. It is the policy of Saint Peter's University to take immediate corrective action, when facts are brought to the attention of the appropriate University official. An individual filing a complaint, whether it is a student or an employee, may elect to use the University's published grievance procedures established for the filing of complaints under Title IX. The resolution of the complaint will be made in accord with the published procedures. An individual may elect not to follow the University's published procedures.

When the University's grievance procedures are not followed and the complaints of sexual harassment are brought to the attention of the appropriate University official, they will be immediately investigated and a recommendation for appropriate corrective action will be made. The result of the investigation and the recommendation shall be given to the appropriate area head for a decision. If the complainant is not satisfied with the decision of the area head, an appeal may be made to the President of the University who shall make the final decision. Any questions concerning this matter can be directed to the University's Affirmative Action Officer/Director of Human Resources.

By Students

Saint Peter's University disapproves of all acts or patterns of sexual harassment by students of students, which create an intimidating, hostile, or offensive environment and will not tolerate violations of federal or state laws or of the University's policy pertaining to such acts by any student. It is the policy of Saint Peter's University to take immediate corrective action, when facts are brought to the attention of an appropriate University official, such as the Dean of Students or the Director of Human Resources. Any violation of the University's policy in this regard will be an appropriate subject for administrative application of the **Student Code of Conduct** and **Judicial Process**. Students found to have engaged in sexual harassment will be subject to appropriate disciplinary sanctions.

Any student who encounters sexual harassment may file a complaint with the:

1. **Academic Dean** (if the complaint is against a **faculty member**);
2. **University's Affirmative Action Officer** (if the complaint is against any other University employee or a contact service employee); or
3. **Dean of Students** (if the complaint is against another student).