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## Sexual Harassment

It is the policy of Sam Houston State University to review and resolve complaints of sexual harassment by any member of the university community, including faculty, staff, students, or visitors. Sexual harassment is a form of sex discrimination and will be treated as such by the university. Sexual harassment occurs when any person, regardless of gender, is the recipient of unwelcome sexual advances, unwelcome requests of sexual favors, or other unwelcome verbal, visual or physical conduct of a sexual nature.

Quid pro quo harassment occurs when submission to sexually harassing conduct (as stated above) is made either explicitly or implicitly a term or condition of an individual's education or employment, or when submission to or rejection of such conduct by an individual is used as a basis for academic or employment decisions affecting the individual's education or employment. Quid pro quo harassment is equally unlawful whether the student resists and suffers the threatened harm or submits and thus avoids the threatened harm.

Hostile environment sexual harassment occurs when sexually harassing conduct (as stated above) by an employee, by another student, or by a third party is sufficiently severe, persistent, or pervasive to limit a student's ability to participate in or benefit from an education program or activity, or creates an intimidating, hostile, offensive or demeaning education or work environment.

Each supervisor has a responsibility to maintain the workplace free of all sex discrimination, including sexual harassment. This duty includes discussing this policy with all employees plus assuring students that they are not to endure sexual harassment from university employees or other students. Allegations of sex discrimination will be given immediate attention, and the person charging harassment may do so without fear of retaliation or reprisal. However, false accusations may result in disciplinary action up to and including termination.

Students wishing information and/or consultation concerning sexual harassment may obtain a complete unabridged copy of this policy (which is contained in the Administrative Policies and Procedures Manual in the Newton Gresham Library) or contact the Dean of Students' Office.



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