


AUSTIN PEAY STATE UNIVERSITY
POLICIES AND PROCEDURES MANUAL

Policy Number: 5:003	Supersedes Policy Number: I:01:10
Date: August 1, 1986	Dated: December 1, 1981
Subject: Sexual Harassment	
Initiating Authority: Vice President for Finance and Administration	SBR Policy/Guideline Reference: P-080
Approved:  President	

It is a policy of Austin Peay State University that its employees and students not be subjected to or engage in sexual harassment. It is the belief of the University that such conduct is a violation of basic human rights and is inconsistent with the purposes and principles of the academic community. Moreover, sexual harassment is prohibited by Title IX and is in violation of Title VII of the Civil Rights Act of 1964, as amended, which states:

"Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment 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 individual, or
- (3) such conduct has the purpose or effect or unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment."

While the Title VII statement quoted refers to employment related sexual harassment, such actions directed toward students and such harassment by students are prohibited by this University policy.

Any employee or student of the University who thinks he/she may be a victim of sexual harassment should use the usual administrative offices and procedures of the University, e.g., report and discuss the incident(s) with the designated EEO/AA or Title IX officer responsible for compliance with Title VII of the Civil Rights Act of 1964 or Title IX of the Education Amendments of 1972.

If these informal processes are not successful in bringing about an appropriate solution to the problem, a grievance should be filed by the offended party according to the guidelines provided for faculty, staff, and students, respectively.

Violation of the policy constitutes misconduct and can lead to disciplinary action. Compliance with the policy is expected of all University personnel.