

3341-5-38 Sexual Harassment.

Applicability	All University units
Responsible Unit	Office of Human Resources
Policy Administrator	Chief Human Resources Officer

(A) Policy Statement and Purpose

It is the policy of Bowling Green State University that sexual harassment will not be condoned. This policy applies equally to faculty, administrative and classified staff, and students and is in keeping with the spirit and intent of guidelines on discrimination because of sex.

(B) Policy**(1) Definition**

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

- (a) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic pursuits,
- (b) Submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting such individual, or
- (c) Such conduct has the purpose or effect of unreasonably interfering with an individual's employment or academic performance or creating an intimidating, hostile or offensive working or educational environment.

(2) Regulations

(a)

incidents, and cooperate in any investigation that might result.

(4) Principles

In investigating complaints of unlawful harassment and discrimination, the following principles will be adhered to:

- (a) Each complaint will be handled on an individual, case-by-case basis, taking a look at the record as a whole and at the totality of circumstances.
- (b) The investigation will be conducted as fairly and expeditiously as possible.
- (c) In investigating complaints, every effort will be made to ensure confidentiality.
- (d) An individual bringing forth an honestly perceived complaint will not suffer any type of retaliation regardless of the outcome of the complaint.
- (e) The complaint will be resolved in a manner that is consistent with this policy and also fair and equitable to all parties concerned.

Registered Date: March 4, 2015

Amended Date: March 3, 2017