

# SUL ROSS STATE UNIVERSITY

*A Member of the Texas State University System*

## **SRSU Policy: Policy on Sexual Harassment of Students**

**SRSU Policy ID: APM 4.08**

**Policy Reviewed by: Office of the Dean of Student Life**

**Approval Authority: Executive Cabinet**

**Approval Date: September 15, 2015**

**Next Review Date: September 15, 2020**

- A. Sexual Harassment is a violation of Title VII of the Civil Rights Act of 1964.
  - 1. All students, faculty and staff of Sul Ross State University are expected to refrain from any act which would constitute sexual harassment. Sexual harassment is a form of sexual discrimination and will be treated as such by the University.
  - 2. Anti-Discrimination Statement - No person shall be excluded from participation in, denied the benefits of, or be subject to discrimination under any program or activity sponsored by Sul Ross State University on any basis prohibited by applicable law, including but not limited to race, color, national origin, religion, sex, age, disability, sexual orientation, or gender identity.
- B. Unwelcome verbal or physical behavior or conduct of a sexual nature constitutes sexual harassment when:
  - 1. Submission to or rejection of the sexual advances or requests, either implicit or explicit, forms the basis for an individual's course or work evaluation; or,
  - 2. Has the purpose or effect of substantially interfering with an individual's course or work performance, such as by creating an intimidating, hostile, or offensive academic, work, and/or living environment.
- C. If you experience what you perceive to be sexual harassment, you should, if possible, communicate to the offender that the behavior is unwelcome and must cease immediately. If this action fails or is deemed inappropriate, the offensive behavior should be reported to the Dean of Student Life. All such complaints will be reviewed and an attempt will be made to find an informal resolution. If an informal resolution cannot be achieved, you may file a formal grievance as included in Section 4.07 of the *Administrative Policy Manual*, which is available in the Office of Dean of Student Life, the Library and Department Offices.