

Dartmouth College

Employee Sexual Harassment Policy

Effective Date: Tuesday, January 27, 2015

Employee Sexual Harassment Policy

It is Dartmouth's policy that all decisions regarding educational and employment opportunities and performance are to be made on the basis of merit and without discrimination because of sex. Sexual harassment is deemed by Dartmouth to be a form of sex discrimination; therefore, sexual harassment of Dartmouth employees or students will constitute a violation of Dartmouth's equal opportunity policy and may be a violation of the student Code of Conduct. Sexual harassment is understood to mean unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or status as a student,
- submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting him or her, or for the awarding or withholding of favorable employment or academic opportunities, evaluations, or assistance, or
- such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance by creating an intimidating, hostile, or offensive working or educational environment.

This policy and the mechanisms for redress will be called to the attention of all members of the Dartmouth community by publication in all employee and student handbooks.

Reporting Sexual Harassment Concerns

The College encourages individuals to make a report or file a complaint with the Title IX Coordinator. If an individual chooses to move forward with a formal complaint, the Title IX Coordinator will work with the appropriate office or governing body to initiate an investigation.

An individual can also report to the Department of Safety and Security or the Office of Judicial Affairs. If the report is received by the Department of Safety and Security or the Office of Judicial Affairs, they will promptly notify the Title IX Coordinator.

The Legal Definition of Sexual Harassment

Sexual harassment is a form of gender discrimination and violates both Title VII of the 1964 Civil Rights Act as well as State discrimination laws. The Equal Employment Opportunity Commission (EEOC) is the federal agency that enforces the federal law.

The EEOC's guidelines define sexual harassment as unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature when:

- submission to such conduct is made an implicit or explicit condition of employment;
- submission to or rejection of such conduct affects employment opportunities; or
- the conduct interferes with an employee's work or creates an intimidating, hostile, or offensive work environment.