

Sexual Harassment

Applies to: All employees

Policy Statement:

Dartmouth's policy is that the work environment should be free from unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. 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 and students will constitute a violation of Dartmouth's nondiscrimination policy.

Definitions or Regulations:

The legal definition of sexual harassment:

The Equal Employment Opportunity Commission's (EEOC) guidelines define sexual harassment as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

Sexual harassment is a form of gender discrimination and violates both Title VII of the 1964 Civil Rights Act and state discrimination laws. The EEOC is the federal agency that enforces the federal law.

Sexual harassment occurs when:

- 1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or status as a student,
- 2) 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
- 3) such conduct has the purpose or effect of substantially interfering with an individual's work or academic performance by creating an intimidating, hostile, or offensive environment in which to work or learn.

Procedure:

Reporting Sexual Harassment Concerns

Individuals may check with their departments to see if they have developed forms for intake interviews for instances of sexual harassment. He or she may also contact the Office of Institutional Diversity and Equity, which among other services, offers a sexual harassment

Dartmouth College
Employment Policies and Procedures Manual
Policy last updated: Dec 1, 2006

brochure, *Tell Someone*, that specifies the appropriate individuals to whom to report sexual harassment concerns.

Documentation:

Please consult the Office of Institutional Diversity and Equity for more information. This policy can be accessed at: <http://www.dartmouth.edu/~ide/policies/sexualharassment.html>