



Harassment Prevention

Sexual Harassment

Policy: The University of Texas at Dallas is committed to the principle that the University's working and learning environment will be free from inappropriate conduct of a sexual nature.

UTD Sexual Harassment Policy and Procedure
Human Resources Policies (D11-115.0)

Reporting Procedure: We urge you to report any problem you have with sexual misconduct or sexual harassment to the supervisor of the accused faculty or staff member, to Human Resources Management or the Dean of Students.

Sexual Harassment Policy and Procedure:

UTD: http://www.utdallas.edu/utdgeneral/business/admin_manual/pdf/d111150.pdf or
<http://www.utdallas.edu/hrm/er/complaints/harassment.php5>

UT System: <http://www.utsystem.edu/policy/policies/int134.html>

Reporting Suspected Violations and Protection from Retaliation Policy:

UTD: See Section VIII and IX of UTD Policy D11-115

Publications & Links:

Paludi, M.A. (1996). *Sexual Harassment on College Campuses: Abusing the Ivory Power*. Albany, NY: SUNY Press.

AAUW (2006). Drawing the Line: Sexual Harassment on Campus.

<http://www.aauw.org/research/dtl.cfm>

Sexual Harassment: It's Not Academic: A publication from the U.S. Department of Education, Office of Civil Rights. <http://www.ed.gov/about/offices/list/ocr/docs/ocrshpam.html>

Harassment of Students by School Employees, Other Students, or Third Parties, U.S. Department of Education, Office of Civil Rights. This looks at sexual harassment issues under Title IX of the Education Amendments of 1972.)

<http://www.ed.gov/about/offices/list/ocr/docs/sexhar00.html>



Sexual Harassment and Retaliation

The Equal Employment Opportunity Commission (EEOC) and the courts have taken a strong stance against employers who allow or ignore sexual harassment in the workplace. As such, UT Dallas is committed to the principle that the learning and working environment of its students, employees, and guests will be free from sexual harassment and inappropriate sexual conduct.

What is Sexual Harassment? Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment. It applies not only to employment but also to creating

Observations: Unwelcome. Verbal or physical. Explicit or Implicit. As perceived by the other person.

Important Point: It's not about your intentions. It's about your actions. If you are told that your behavior is offensive, stop immediately and do not retaliate.

Common problem areas: Humor and teasing. Assuming no one will be offended. Dating between persons of unequal power should be avoided (i.e. faculty-student; supervisor-subordinate).

What is Retaliation? Explicit or implicit behavior directed toward an individual who has exercised his or her rights under University policy in filing a complaint or participating in an investigation. At the end of an investigation HR will routinely warn the principals not to treat the person or persons who brought the complaint any differently than any other person. This can be especially challenging if you are the one being charged with harassment.

Be very careful that you do not get caught up in behaviors that could result in a charge of retaliation. If you have concerns about behavior or situations that might constitute sexual harassment, call or come to HRM. We will advise you further and, if necessary, start an informal or formal investigation.

"The only kind of dignity which is genuine is that which is not diminished by the indifference of others."

Dag Hammarskjold

Human Resources Management

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