

Preventing Sexual Harassment

Often the harasser does not realize how harmful his or her behavior is. **DO NOT** remain silent—for your own sake.

- ◆ **Tell** the harasser exactly what he or she is doing that bothers you and that you want it to stop. A direct confrontation will shock some harassers into stopping their offensive behavior.
- ◆ If you witness someone else being harassed, **encourage** that person to report the incident and offer to be a witness.
- ◆ If you are harassed, **report** it immediately.
- ◆ **Remember**, you have the right to a working and learning environment free of harassment. Don't worry about a harasser's power or self-respect. Worry about your own!

Are you a Sexual Harasser?

Ask yourself these questions:

- ◆ Do you call co-workers "babe" or use other demeaning endearments? (*Do not assume they don't mind being addressed in this manner simply because they haven't complained.*)
- ◆ Do you tell off-color jokes or talk about your own or someone else's sex life?

Sexual harassment is prohibited by federal law, the University's Sexual Harassment Policy and the Statement of Professional Ethics of the American Association of University Professors (AAUP).

Online training is available on our website:

eorc.olemiss.edu

For support and guidance in how to handle your specific situation, contact the Director of Equal Opportunity and Regulatory Compliance at 662-915-7735. All information will be handled confidentially to the extent allowed by the law.

Make the right decisions to prevent **sexual harassment**.

The University of Mississippi provides equal opportunity in education and employment for all qualified persons with- out regard to race, color, gender, sex, pregnancy, sexual orientation, gender identity or expression, religion, citizenship, national origin, age, physical or mental disability, veteran status, or genetic information.

University Policies: olemiss.edu/policies

Distributed by the Office of Equal Opportunity and Regulatory Compliance

August
2019



Preventing Sexual Harassment

Office of Equal Opportunity
and
Regulatory Compliance
120 Lester Hall
P. O. Box 1848
University, MS 38677
662-915-7735
eorc.olemiss.edu

Email: eeo@olemiss.edu
Fax: 662-915-1229

Sexual harassment is not only an unlawful employment practice, but also generates a psychologically harmful atmosphere that interferes with working and learning. It will not be tolerated by the University.

The educational mission of the University of Mississippi is promoted by professionalism in faculty-student, supervisor-subordinate, and athletics staff-student athlete relationships. This includes relationships between a faculty member and a student when the faculty member has a professional responsibility for the student. The respect and trust accorded a person by a subordinate or student, as well as the real or perceived power exercised by the instructor, supervisor, or athletics staff member may greatly diminish the student or subordinate's actual freedom of choice.

Relationships between faculty and students, supervisors and subordinates, and athletics staff and student athletes, even though ostensibly consensual, hold the potential to be exploitive and involve inherent conflicts of interest. In the event that a sexual harassment complaint is made in such a situation, it may be exceedingly difficult to prove immunity on the grounds of mutual consent. Consensual relationships between employees and students over whom the employee has, or in the future might reasonably be expected to have, academic responsibility or authority over the student are prohibited.

Don't take any chances. Read through the information in this brochure to make sure you understand exactly what constitutes sexual harassment.

What is Sexual Harassment?

Any unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature are considered to be harassment when submission to those advances are explicitly or implicitly made a term or condition of an individual's employment or academic advancement and unreasonably interferes with an individual's work or academic performance or creates an intimidating, hostile or offensive working environment.

Be aware of harassment signs

- ◆ Verbal harassment or abuse of a sexual nature.
- ◆ Subtle or overt pressure for sexual activity.
- ◆ Unwanted touching, patting or pinching.
- ◆ Leering or staring at a person's body.
- ◆ Demanding sexual favors accompanied by implied or overt threats concerning one's job, grades, promotion, pay, letters of recommendation, etc.
- ◆ Inappropriate display of sexually suggestive or pornographic materials.
- ◆ Stalking
- ◆ Sexual assault, rape or other types of sexual violence

Both men and women are protected from sexual harassment under the law; both genders can also be guilty of harassment

What should you do if you are being sexually harassed?

Victims of and witnesses to sexual harassment on campus or on university related travel should immediately report the incident to the Title IX Coordinator, Honey Ussery, at 662-915-7045 or titleix@olemiss.edu or hbusser@olemiss.edu.

Upon receipt of sexual harassment allegations, the Title IX Coordinator, or designee, will conduct an immediate investigation into any claim of harassment if requested by the complainant. Every effort will be made to protect the confidentiality of all parties involved to the extent allowed by law.

Retaliation against anyone who reports a claim of sexual harassment, is a witness to the harassment, or participates in the investigation of a claim will not be tolerated.

If the investigation determines that sexual harassment has occurred, corrective actions will be taken. This action could include a reprimand, demotion, discharge or other action depending on the situation.

Experience has shown that false accusations of sexual harassment are rare, but they do occur. At The University of Mississippi, a person who falsely accuses someone of sexual harassment may be subject to disciplinary action which could include termination or expulsion.