

Georgia Regents University

Policy Library

Anti-Sexual Harassment Policy

Policy Owner: University HR Services

POLICY STATEMENT

Sexual Harassment is offensive and demeaning. It can create an inhospitable employment or academic environment and can seriously interfere with an individual's work or scholarly pursuits. Such behavior subverts the mission of the Georgia Regents University (GRU) and threatens the careers, educational experience and well-being of students, faculty and staff. GRU is committed to maintaining our academic community as a place of work and study for staff, faculty and students, free of sexual harassment and all forms of sexual intimidation and exploitation. GRU prohibits all sexually harassing behavior, including behavior made unlawful by Title VII of the Civil Rights Act of 1964 and Title IX of the Educational Amendments of 1972.

It is the goal of GRU to foster mutual respect and courtesy among all members of the academic community, and to eliminate sexual harassment from occurring on campus.

AFFECTED STAKEHOLDERS

Indicate all entities and persons within the Enterprise that are affected by this policy:

- Alumni Faculty Graduate Students Health Professional Students
 Staff Undergraduate Students Vendors/Contractors Visitors
 Other: Include any other stakeholders not listed above.

PURPOSE FOR POLICY

This policy outlines GRU's commitment to maintaining an atmosphere free from sexual harassment and all forms of sexual intimidation and exploitation. We are prepared to take action to prevent and correct any occurrence of sexual harassment, and individuals who engage in such behavior are subject to discipline. To foster mutual respect and courtesy, and to discourage sexual harassment from occurring on our campus, every member of the academic community is expected to become aware of and support the applicable policy (Anti-Sexual Harassment Policy for employees, and/or the Sexual Misconduct Policy for students).

DEFINITIONS

Sexual Harassment is defined as unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature. These behaviors constitute sexual harassment when:

- submission to such conduct is made explicitly or implicitly a term or condition of an individual's employment or academic standing; or
- submission to or rejection of such conduct by an individual is used as a basis for employment or academic decisions affecting an individual; or such conduct

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unreasonably interferes with an individual's work or academic performance or creates an intimidating, hostile or offensive working or academic environment.

Adverse Actions includes the termination, demotion, denial of benefits, and any other negative employment actions that can affect the status of an applicant or employee.

Good Faith means that a discriminatory allegation or complaint was made with a belief in the truth of the claim which a reasonable person in the complainant's position could hold based upon the facts.

PROCESS & PROCEDURES

Overview

It is a violation of this policy for an **employee, faculty member, contractor, or visitor** to sexually harass any individual in the GRU academic community. Persons who feel that they have been subjected to sexual harassment are encouraged to have their concern addressed. Any person who files a complaint is believed to have filed in good faith, and the complaint will be investigated by the Office of Employment Equity (EEO Officer). The individual accused of harassing/discriminatory behaviors will be able to address the allegations made against him or her.

Upon receiving notification that potential sexual harassment has occurred, members of management must refer such matters to the EEO Officer. Failure of the manager to refer sexual harassment allegations to the EEO Officer may be viewed as a violation of this policy and could result in disciplinary action, up to and including termination.

All institutional property should be used with the utmost discretion. Employees should be aware that all forms of communication (e-mail, text messaging, and internet usage) sent on/through GRU property and/or software, or harassment through social networks towards a fellow employee, could, in some situations, be regarded as workplace harassment.

Reporting Procedures

Any employee who believes he/she has been discriminated against/subjected to harassment, or is aware of discrimination/harassment against others, should contact the EEO Officer as soon as possible.

Protection from Retaliation

Retaliation against any employee, faculty, resident, or student under this policy by anyone in the GRU community is a violation of this policy and applicable law. Retaliation occurs when a person who participates in a protected activity or protests against discrimination incurs adverse employment action. This includes individuals who (1) file or encourage one to file a complaint of unlawful discrimination, (2) participate in an investigation of unlawful discrimination, or (3) oppose unlawful discrimination in one of the listed protected categories. Employees should report any retaliation to a supervisor, any manager, or to the EEO Officer. Complaints will be immediately, objectively, and thoroughly investigated in accordance with the Complaint Procedures.

Retaliation can also occur between co-workers who act against an individual who has actively participated in an investigation. Such acts under this category may include withholding information that is needed for the employee to complete his/her job duties, avoidance and other such adverse actions.

Retaliation shall be investigated independently of whether or not the original allegation is substantiated. Additional instances of retaliation include, but are not limited to, unfair grading, unfair evaluation, public or private ridicule, threats of any kind. Encouraging others to retaliate also violates this policy.

REFERENCES & SUPPORTING DOCUMENTS

EEO Complaint Resolution Procedure: <http://www.gru.edu/diversity/oeec/complaints.php>

EEO Complaint Form: <http://www.gru.edu/diversity/oeec/complaintform.pdf>

RELATED POLICIES

[Sexual Misconduct Policy \(v.2\)](#)

APPROVED BY:

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