

UNIVERSITY OF NORTH★TEXAS™

Equal Employment Opportunity and Sexual Harassment

Equal Opportunity Policy

It is the policy of the University of North Texas not to discriminate on the basis of...

race	color	religion
sex	age	national origin
disability	disabled veteran status	veteran of the Vietnam era status

...in its educational programs, activities, admissions or employment policies. Please refer to the non-discrimination/equal employment opportunity and affirmative action policy, UNT Policies Manual, vol. 1, Human Resources Department (policy number 1.3.7) - http://www.unt.edu/planning/UNT_Policy/volume1/1_3_7.html

In addition to complying with federal and state equal opportunity laws and regulations, the University through its Diversity Policy declares harassment that is based on individual differences (including sexual orientation) to be inconsistent with its mission and educational goals.

Sexual Harassment Policy

It is the policy of the University of North Texas that no member of the University community may sexually harass another and that all allegations of sexual harassment be investigated. All members of the administration, faculty, staff and student body will be subject to disciplinary action for violation of this policy. Please refer to the sexual harassment policy, UNT Policies Manual, vol. 1, Human Resources Department (policy number 1.3.19) –

http://www.unt.edu/planning/UNT_Policy/volume1/1_3_19.html Also refer to the consensual relationship policy (policy 1.3.23) - http://www.unt.edu/planning/UNT_Policy/volume1/1_3_23.html

Sexual Harassment: Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

Criteria:

- 1) Submission to such conduct is made either explicitly or implicitly, a term or condition of an individual's employment or education, or
- 2) Submission to or rejection of such conduct by an individual is used as the basis for employment or education decisions affecting such an individual, or
- 3) Such conduct has the purpose or effect of unreasonably interfering with an individual's work or education performance or creating an intimidating, hostile or offensive work or educational environment.

Types:

1. Quid Pro Quo

Examples: "If you have sex with me, you will get a raise."

"If you have sex with me, you will get an 'A' grade."

2. Hostile Environment

Unwelcome behavior that is severe and pervasive and unreasonably interferes with the person's work or education.

• Third Party

Sexual conduct that is welcome and reciprocated, but creates a hostile environment for others.

• Sexual Favoritism

Sexual conduct that is welcomed and reciprocated, but results in unfair treatment of others.

• Sex-Based

Any harassing conduct that is based on gender can constitute sexual harassment.

Responding to Sexual Harassment:

1. Confront the harasser and tell that person that the harassment must stop.
2. Report the harassment to the appropriate person to include supervisory personnel, Human Resources or the Division of Equity and Diversity.

BEHAVIOR WHICH MAY CONSTITUTE SEXUAL HARASSMENT

CATEGORY	EXAMPLES
Sexual Comments	Jokes or remarks that are stereotypical or derogatory to members of the same or opposite sex; repeated comments about a person's anatomy; sexual innuendo.
Undue Attention	Flirtation.
Verbal Sexual Advances	General verbal expressions of sexual interest; inquiries of sexual values or behaviors, but short of a proposition.
Visual Sexual Displays	Display of pornographic pictures, posters, cartoons or other materials, including use of the Internet.
Body Language	Leering at one's body.
Invitations	Personal invitations for dates or to one's house or apartment, but sexual expectations not stated.
Physical Advances	Kissing; hugging; patting; pinching; fondling; provocative touching.
Explicit Sexual	Clear invitations for sexual encounter, but no threats or promises.
Sexual Bribery	Explicit sexual propositions which include or strongly imply promises of rewards for complying (e.g., higher grades, better recommendations) and/or threats of punishment for refusing (e.g. lower grades, less favorable recommendations).

SOURCE: adapted from The Minority Review, Vol. 1, No. 3, December 1990

Consensual Relationship Policy (policy 1.3.23) –

http://www.unt.edu/planning/UNT_Policy/volume1/1_3_23.html

Personal relationships are not allowed when one person reports to another or has authority over another person, i.e., in supervisory, teaching, and/or advisory capacities.

Information and Procedural Guidelines for Pursuing and Resolving a Complaint of Discrimination, Including Sexual Harassment - http://www.unt.edu/planning/UNT_Policy/volume1/1_3_24.html

University Policy Statement on Diversity – http://www.unt.edu/planning/UNT_Policy/volume2/10_15.html

Policy on Reasonable Accommodations and Auxiliary Aids for People with Disabilities –

http://www.unt.edu/planning/UNT_Policy/volume3/18_1_10.html

Center for Student Rights and Responsibilities (CSRR) – The Center for Student Rights and Responsibilities (CSRR) is responsible for addressing student conduct, enforcing university policies and procedures, and providing students with the resources necessary to resolve their own personal disputes. The CSRR administers student disciplinary procedures in accordance with the Code of Student Conduct and maintains official disciplinary records. However, emphasis is placed on educating students about their rights and responsibilities as members of the University of North Texas community. In addition, the CSRR seeks to educate the campus community through literature and training about the services it offers. The office provides policy interpretation and rights adjustment as well as handling complaints against students. The CSRR is committed to enhancing students' competencies as productive citizens and promoting life-long learning and community standards. More information can be found at <http://www.unt.edu/csrr>

Website References

Division of Equity and Diversity – <http://www.unt.edu/edo>

Equal Employment Opportunity Office – http://www.unt.edu/administration/equal_opportunity.htm

Office of Disability Accommodation (ODA) – <http://www.unt.edu/oda>

Office of the Vice Chancellor and General Counsel – <http://www.unt.edu/legalaffairs/index.html>

Human Resources – <http://www.unt.edu/hr> , <http://www.ncbi.org>

North Texas Chapter of the National Coalition Building Institute (NT-NCBI) – <http://www.unt.edu/hr/training/building.htm>