

HUMAN RESOURCE SERVICES, AFFIRMATIVE ACTION, DIVERSITY & INCLUS

Don't Let This Happen to You

If you feel you are being harassed because of your gender or your race, tell someone.
Let us help.

What is sexual harassment?

- * Unwelcome sexual advances
- * Requests for sexual favors
- * Verbal or physical conduct of a sexual nature which is offensive, intimidating or hostile in nature.

Examples of sexual harassment:

- * Requests for sexual favors
- * Rubbing, touching, or brushing another's body
- * Physical assaults of a sexual nature
 - * Sexually offensive remarks
- * Use of inappropriate body images to advertise events
 - * Ogling and inappropriate staring
- * Unwelcome hugs or arm around the shoulder
 - * Veiled suggestions of sexual activity
- * Requests for meetings outside business hour and/or in non-academic settings
- * Use of risqué jokes, stories, or images in the classroom or work place

What is racial harassment?

- * Use of racial epithets
- * Racially based derogatory language or behavior which is intended to interfere unduly with the work or academic performance of another

Examples of racial harassment:

- * Use of jokes in the classroom or work place which have the effect of derogating a particular ethnic group
- * Use of racial images in a demeaning way

What should you do if harassment happens to you?

- * Consult a Missouri S&T Equality Aide
- * Visit the Counseling Center, Vice Chancellor for Student Affairs, or the Office of Affirmative Action
- * Clearly say "NO" to the sexual harassment offender
 - * Communicate verbally or in writing with the person
 - * Speak with the person's supervisor
 - * Avoid isolation and self-blame
- * Do not tolerate racial harassment, tell harasser of offense
- * Inform racial harasser that behavior will not be tolerated

What will the university do to help you?

- * If you believe you have been subjected to harassing behavior, you are encouraged to discuss the matter with one of the Equality Aides
- * This discussion may include the nature of the conduct, the feeling that resulted and ways of dealing with the situation
 - * Missouri S&T has procedures to deal with harassment complaints on an informal basis without your having to file a formal grievance
 - * The objective of an informal resolution is to stop the unwelcome behavior. Although an informal resolution is not obligatory, it is highly recommended. The university will make every effort to help you.
- * If informal resolution fails, you have the opportunity to file a formal grievance .
 - * For more information about policy statement and procedures, contact Shenethia Manuel, Associate Vice Chancellor, Human Resource Services, Affirmative Action, Diversity and Inclusion, 113 Centennial Hall, 341-4241.

Remember your rights:

- * Sexual or racial harassment will not be tolerated!
- * Harassment violates Title VII and Title IX of the Civil Rights Act of 1964 and may also be illegal under civil law when it constitutes a breach of contract or actionable tort.

What can you do?

- * Because most harassment victims are frightened they do not report harassment. They are afraid that no one will believe them or other people will say "they asked for it" or "they have a chip on their shoulder" or "it's no big deal." Victims of harassment are afraid of the consequences of complaining. Generally, they quietly drop out of school or change jobs without ever telling anyone they have been harassed. If sexual or racial harassment happens to you:
Tell Someone!!!

What are your rights?

* The rights of all persons (complainant and accused) to fair procedures and due process will be enforced. The name(s) of complainant(s) will be disclosed only with the permission of the complainant(s). The university will strive to protect the confidentiality of the accused. The university will not tolerate retaliations against persons who initiate complaints.

What are the effects of harassment?

* Harassment affects different people in different ways. People who experience harassment may have feelings of anxiety, anger, low self-esteem and a sense of having been violated and betrayed. These feelings may be experienced as physical symptoms such as headache and gastrointestinal disorders. Performance suffers, classes are dropped, jobs are quit, majors are changed and academic curiosity and careers are stifled. Because the victim's anger may not be easily expressed, the person often suffers alone, sometimes feeling hopeless and powerless, which further increases isolation.