

## **Civil Authorities**

Students should be aware that local, state and federal law enforcement officials have legal access to campus at all times. When these authorities have reason to believe the law is being violated on campus, or if their investigation requires a visit to campus, they may proceed to take appropriate action on their own initiative, without the prior request or approval of the University. In the course of such investigations, the University will cooperate with the authorities and strive to ensure that there will be minimal disruption to the learning and living environment.

## **Sexual Harassment Policy Statement**

Wilkes University reaffirms the principle that its students, faculty, and staff have a right to be free from sex discrimination in the form of sexual harassment by any member of the University community.

Harassment on the basis of sex is a violation of Section 703 of Title VII of the Civil Rights Act of 1964. Unwelcome sexual advances, requests for sexual favors, and other conduct of a sexual nature constitute sexual harassment when:

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

While sexual harassment most often occurs where a power differential exists between people, this policy also recognizes that sexual harassment may occur between people of the same status, i.e., student to student, faculty to faculty; staff to staff.

Sexual Harassment is any unwanted and/or repeated action, verbal or behavioral, which may be considered inappropriate, offensive, or objectionable to the recipient. Harassment due to a person's gender or sexual/affectional preference is similarly prohibited under this policy. Sexual Harassment may cause the recipient discomfort or humiliation which may interfere with the recipient's education or job performance.

If you feel you are a victim of sexual harassment the following actions are suggested.

1. Say "no" to the offender. Make it perfectly clear that you do not approve.
2. Keep a record of the harassment, being certain to include the date, time and place.
3. Save any applicable evidence: "love notes," messages, etc.
4. Be certain to note if there are any witnesses.
5. Follow the procedures listed in the grievance policy; consult with an advocate.

The University has designated individuals to serve as advocates in behalf of an individual wishing to make a claim of sexual harassment. Individuals wishing to make a claim should contact one of the following advocates: 1) Affirmative Action Officer; 2) Associate Dean or Dean of Students; and 3) the Director of the University Health Services. Two faculty members, two student representatives, and one clerical representative are also appointed to serve as advocates.