

if they feel that any of these policies have been violated.

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SEXUAL HARASSMENT POLICY

Northeastern State University affirms its commitment to ensuring an environment for all employees and students which is fair, humane, and respectful - an environment which supports and rewards employee and student performance on the basis of relevant considerations such as ability and effort. Behaviors which inappropriately assert sexuality as relevant to employee or student performance are damaging to this environment. Sexual harassment by any member of the university community, including students, faculty and staff, is a violation of both law and the Board of Regents of Oklahoma Colleges policy, and will not be tolerated. Sexual harassment is a particularly sensitive issue which may affect any member of the university community and as such will be dealt with promptly and confidentially by the university administration. The Board of Regents of Oklahoma Colleges reserves the right to deal administratively with sexual harassment issues whenever it deems it appropriate to do so.

DEFINITION OF SEXUAL HARASSMENT

Sexual harassment shall be defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature in the following context:

- A. When submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic standing, or
- B. When submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting such individual, or
- C. When 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 academic environment.

EXAMPLES OF PROHIBITED CONDUCT

Conduct prohibited by this policy may include, but is not limited to:

- A. Unwelcome sexual flirtation; advances or propositions for sexual activity.
- B. Continued or repeated verbal abuse of a sexual nature, such as suggestive comments and sexually explicit jokes.
- C. Sexually degrading language to describe an individual.
- D. Remarks of a sexual nature to describe a person's body or clothing.
- E. Display of sexually demeaning objects and pictures.

RETALIATION

Threats or other forms of intimidation or retaliation against complaining witnesses, other witnesses, any reviewing officer, or any review panel shall constitute a separate violation of this policy which may be subject to direct administrative action.

COMPLAINT PROCESS

This policy is in addition to current Board of Regents of Oklahoma Colleges and University policies concerning discrimination and applies to all students, faculty, staff, guests or visitors. Complaints alleging violation of the racial and ethnic harassment policy will be reviewed and investigated by the appropriate University office. Complaints may be resolved informally or may proceed through the applicable formal complaint proceedings. Complaints may be filed in the