

It is also a violation of college policy to engage in a course of conduct or by repeatedly committing acts, which places a person in reasonable fear of physical injury, such as stalking or unwanted following.

#### **XI. Sexual Harassment**

Sexual harassment is a form of sexual discrimination, and it is illegal. Sexual harassment is defined as unwelcome verbal or physical sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when, (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic standing; (2) submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting the individual; or (3) such conduct has the purpose or effect of substantially interfering with an individual's work or academic performance, or creating an intimidating, hostile, or offensive environment.

Sexual harassment includes unsolicited and unwelcome contact of a sexual nature. This includes:

- A. Written contact, such as suggestive or obscene letters, notes, invitations, or electronic communication;
- B. Verbal contact, such as sexually suggestive or obscene comments, threats, slurs, epithets, jokes about gender-specific traits, sexual propositions;
- C. Physical contact, such as intentional touching, pinching, brushing against another's body, impeding or blocking movement; and
- D. Gestures or public display of suggestive objects or pictures, cartoons, posters or magazines.

Title IX of the Education Amendments of 1972 reads "no person...shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subject to discrimination under any educational program or activity receiving federal financial assistance..."

Any individual who believes he or she has been harassed should contact the Office of Student Life where staff members can help the individual explore alternatives available to him/her. The student may also wish to consult someone with special sensitivity or expertise (i.e., Counseling Services) and the Office of Student Life will facilitate a referral to such a person if desired. Both formal and informal grievance procedures are available in these cases.

#### **XII. Hazing**

Hazing is a serious violation of College policy and New York State law. SUNY Delhi policy specifically prohibits students from engaging collectively or individually in illegal practices in connection with initiation into or affiliation with any recognized or unrecognized organization. This includes, but is not limited to:

- A. Forced or required participation in physical activities such as calisthenics, exercises or games;
- B. Any form of tattooing or branding;
- C. Forced, coerced or required consumption of alcohol or other drugs;
- D. Any form of physical brutality, including paddling, striking with fists, open hands or objects;
- E. Participation in illegal activities;
- F. Intentional or reckless engagement in conduct which creates a substantial risk of physical injury to another person;
- G. Forced, coerced or required consumption of any food or other substance;
- H. Creation of excessive fatigue or sleep deprivation;
- I. Any act that causes psychological harm, embarrassment, ridicule or emotional distress to any individual; or
- J. Forced or required inappropriate dress, or full or partial nudity in any situation for any reason;
- K. Any violation of approved Greek Council Hazing regulations.

SUNY Delhi will take disciplinary action against any individual, group or organization found to be in violation of this policy.