



Xavier University of Louisiana

Vice President for Academic Affairs

VPAA Home
Faculty Handbook
Academic Policies
Planning Document
Scholarships
Forms/Guidelines
Faculty Development
Endowed Faculty

Harassment Policy

Sexual harassment is a form of sex discrimination that violates Title VII of the Civil Rights Act of 1964 and Title IX of the Educational Amendments of 1972.

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when submission to, or rejection of, this conduct explicitly or implicitly affects an individual's academic or employment status, unreasonably interferes with an individual's performance, or creates an intimidating, hostile academic environment. There are two forms of sexual harassment:

1. *Quid pro quo* (translated from Latin means this for that) which occurs when academic decisions or expectations are based on a student or faculty member's willingness to grant or deny sexual favors. Some examples of *quid pro quo* harassment are:
 - Demanding sexual favors from students in exchange for high grades.
 - Recommending the termination of a contract for a subordinate who ends a romantic relationship.
 - Recommending tenure or favorable appointments in exchange for sexual favors.
2. Hostile academic environment occurs when verbal or nonverbal unwelcome sexual behavior occurs in the classroom or academic work environment. Some examples of hostile academic environment sexual harassment are:
 - Telling sexually oriented jokes or teasing of a sexual nature.
Comments about body parts or sexual behavior.
 - Stares or gestures.
 - Repeated requests for dates.
 - Excessive attention in the form of love letters, poems, telephone calls or gifts.

Harassment because of race, religion, national origin, color, age, or disability

Harassment on the basis of race, religion, national origin, or color is a violation of the Civil Rights Act of 1964. Harassment on the basis of age is a violation of the Age Discrimination in Employment Act of 1967, as amended. Harassment on the basis of disability is a violation of Title I of The Americans with Disabilities Act of 1990, as amended.

Examples of harassment based on race, religion, national origin, color, age or disability are:

- Making slurs or epithets regarding someone's race or national origin.
- Telling jokes about someone's age or disability.
- Distributing literature, cartoons, or materials which belittles another person's religion.

Policy Statement

It is the policy of Xavier University that harassment is prohibited and will not be tolerated. Each academic administrator (dean or department chairperson) and faculty member has a responsibility to maintain an educational environment that is free of any form of harassment.

An academic administrator or faculty member shall not threaten or insinuate, either explicitly or implicitly, that a student or subordinate's refusal to submit to unwelcome sexual advances will adversely affect the student's or subordinate's academic or employment status, recommendations, teaching or research assignments, evaluations, compensation, promotions, transfers, contracts, or offers of employment.

An academic administrator or faculty member should not tell jokes, make fun of, belittle, or make disparaging remarks about someone's race, religion, national origin, color, age or disability.

Reporting Harassment

The victim of harassment should directly inform the harasser that the conduct is unwelcome and must stop. If the conduct stops, harassment has not occurred. If the unwelcome conduct continues, it becomes harassment and the faculty should report it to the dean of his/her college or the Sr. Vice President, Academic Affairs.

Investigating Charges of Harassment

The Sr. Vice President, Academic Affairs, or the College Dean, in concert with the Director of Human Resources or a member of the harassment investigation team (faculty or staff who have been specially trained to conduct investigations into allegations of harassment), will investigate all charges of harassment. The U. S. Equal Employment Opportunity Commission (EEOC) recognizes that sexual harassment may be private and unacknowledged, with no eyewitnesses; therefore the Xavier University investigator may make a finding in a harassment charge based solely on the credibility of the victim's allegation.

Xavier University and the EEOC forbid retaliatory actions against someone who files a charge of harassment, including, but not limited to, grades, unfavorable class room or academic assignments, unfavorable recommendations, demotions, reductions in compensation, or encouraging other faculty members or staff to take retaliatory actions against the victim.

Violation of this Policy

An academic administrator or faculty who is found in violation of this policy will be subject to the university's disciplinary process. A student or faculty who knowingly and willfully files a false claim of harassment will also be subject to the university's disciplinary process.