

conditions listed above must be accompanied by the student in question if available. In each case, the items being sought should be specifically identified. If any other illegal or restricted materials are found, the student will also be subject to prosecution for these violations.

3. A search instituted on the authority of a search warrant issued by a judge. The warrant is authorized by the judge on the basis of the police officer's sworn statement that there was probable cause to believe that the premises or person to be searched and the evidence proposed to be seized violates the law.

B. Another circumstance which would authorize a search by a University official consists of said official observing or otherwise determining through his/he physical senses (sound, smell, etc.) that a violation is taking place at any given time. For example, if a University official can see illegal contraband in a residence hall room, he or she does not need an authorization or consent of the student legally to enter and confiscate said contraband.

C. In the event of a meeting involving off-campus speakers which may be attended by strong emotional feelings, or where there is a reasonable possibility that a speaker, members of an organization, or others may violate federal, state, or local laws or campus regulations in the course of the meeting, the president or his/her representative may authorize the search of persons entering the meeting.

Sexual Harassment Policy and Procedures

Mississippi University for Women seeks to foster an atmosphere of respect for all members of the University community. To this end, the University is committed to maintaining a work and learning environment free of sexual harassment.

Sexual harassment is a violation of federal law, as well as the rules and regulations of the University. Sexual harassment by faculty, staff, or students will not be tolerated at the University. Offenders may be

subject to appropriate University disciplinary action up to and including dismissal or expulsion.

As used in this policy, the term “faculty” or “faculty member” includes all instructional staff, including graduate students with teaching responsibilities.

Definition and Examples

Sexual harassment is defined for purposes of this statement as unwelcome sexual advances, request 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 education;
2. Submission to or rejection of such conduct by an individual is used as the basis for academic or employment decisions affecting that individual; or
3. Such conduct has the purpose or effect of unreasonably interfering with an individual’s academic or work performance or creating an intimidating, hostile, or offensive learning or employment environment.

In order to constitute sexual harassment, it is essential that the behavior be unwelcome. Examples of sexual harassment include, but are not limited to, the following:

1. Physical harassment, including rape, assault, and unwelcome touching;
2. Direct or implied threats that submission to sexual advances will be a condition of employment, work status, promotion, grades, academic status, or letters of recommendation;
3. Direct propositions of a sexual nature;
4. Subtle pressure for sexual activity;
5. a course or pattern of conduct — particularly, comments of a sexual nature or sexually explicit questions, jokes or anecdotes — which embarrass or humiliate a student or employee;
6. a course or pattern of conduct which causes discomfort or humiliation to a reasonable person at whom the conduct was directed, including one or more of the following:

- (a) Unnecessary touching, patting, hugging, or brushing against a person's body;
 - (b) Remarks of a sexual nature about a person's clothing or body;
 - (c) Remarks about sexual activity, sexual prowess, or sexual deficiencies;
 - (d) Repeated or unwanted requests for dates
7. Sexually degrading or vulgar words to describe an individual;
 8. Leering, whistling, touching, pinching, and brushing the body, suggestive or obscene comments or gestures;
 9. Gratuitous display of sexually suggestive objects, pictures, posters, or cartoons;
 10. Verbal abuse of a sexual nature.

•Sexual harassment does not refer to occasional compliments; it refers to behavior of a sexual nature which interferes with the work or education of its victims and their coworkers or fellow students.

•The display of sexually suggestive materials in the course of academic instruction should be considered within the context of the subject matter being taught.

Protection against retaliation

Retaliation against a complainant, whether by the alleged offender or from another source, is considered sexual harassment. Retaliation against any individual for reporting sexual harassment will not be tolerated and will be treated with the same strict discipline as the harassment itself. Retaliation is a serious violation of this policy and should be reported immediately.

Consensual relationships

The educational mission of the Mississippi University for Women is promoted by professionalism in faculty-student and supervisor-employee relationships. This professionalism is fostered by an atmosphere of mutual trust and respect. Actions of students and faculty members and supervisors and their employees that tend to harm this atmosphere undermine professionalism and hinder fulfillment of this University's mission. Trust and respect are diminished when those in positions of authority abuse, or appear to abuse, their power. Those who