Policy on Sexual Harassment of Students
APM 4.08 (Reviewed 5/2012)

A. Sexual harassment, as in harassment on the basis of race, color, national origin, religion, sex, age, or disability, is a violation of Title VII of the Civil Rights Act of 1964. All students, faculty and staff of Sul Ross State University are expected to refrain from any act which would constitute sexual harassment. Sexual harassment is a form of sexual discrimination and will be treated as such by the University.

B. Unwelcome verbal or physical behavior or conduct of a sexual nature constitutes sexual harassment when:

1. Submission to or rejection of the sexual advances or requests, either implicit or explicit, forms the basis for an individual's course or work evaluation; or,

2. Has the purpose or effect of substantially interfering with an individual's course or work performance, such as by creating an intimidating, hostile, or offensive academic, work, and/or living environment.

C. If you experience what you perceive to be sexual harassment, you should, if possible, communicate to the offender that the behavior is unwelcome and must cease immediately. If this action fails or is deemed inappropriate, the offensive behavior should be reported to the Dean of Student Life. All such complaints will be reviewed and an attempt will be made to find an informal resolution. If an informal resolution cannot be achieved, you may file a formal grievance as included in Section 4.07 of the Administrative Policy Manual, which is available in the Office of Dean of Student Life, the Library and Department Offices.