

# Sexual Harassment Policy

## Angelo State University

It is the policy of The Texas Tech University System that no employee, student, or contractor of the System or a component university may sexually harass another person. Any employee, student, or contractor of the System or a component university will be subject to disciplinary action for a violation of this policy.

*Sexual harassment* is defined as unwelcome 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 individuals' employment or academic career; 2) submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting the individual; 3) such conduct has the purpose or effect of unreasonably interfering with an individual's performance or creating an intimidating, hostile, or offensive employment environment.

Examples of sexual harassment may include, but are not limited to, off-color jokes or teasing, sexually oriented language or obscene gestures, continuing to express personal interest after being informed the interest is unwelcome, leering/staring, showing sexually suggestive materials, and/or unwanted touching, patting, or pinching.

In determining whether alleged conduct constitutes sexual harassment, the System or component university shall construe any act or omission within the totality of the circumstances, such as the nature of the sexual advances and the context in which the alleged incidents occurred. Each determination shall be made from the facts on a case-by-case basis.

The System and each component university may not dismiss a complaint once registered with an appropriate authority until the case has been resolved by the System or component university. However, the System and each component university may take appropriate disciplinary action for any sexual harassment occurring in the employment or academic environment even in the absence of an individual complaint. Disciplinary action may consist of action up to and including termination of employment or, in the case of students, dismissal from a component university.

To the fullest extent possible, the System and component universities shall keep complaints of sexual harassment and the terms of their resolution confidential.

If disciplinary action is imposed on an individual for engaging in sexual harassment, the individual may invoke the applicable due process or appeal procedures of the system and component universities.

The President of Angelo State University affirms that sexual harassment will not be tolerated on this campus. Complaints, allegations, or concerns should be delivered to one of the University's Vice Presidents. A fair, prompt, and confidential response will be provided, and if a formal investigation is warranted, a Vice President may elect to utilize the expertise of the Personnel Manager or the Counseling and Career Services professionals.