

03.904 Sexual Harassment.

1. Purpose. To provide the UNT System Personnel and members of the public visiting the UNT System a work place and educational environment free of sexual harassment and intimidation.
2. Policy. It is the policy of the UNT System that acts of sexual harassment, as defined herein, toward guests, visitors, or any member of the UNT System and candidates for positions at the UNT System (regardless of the individual's gender) will not be tolerated. All members of the UNT System will be subject to disciplinary action for violation of this policy. Members of the public doing business with the UNT System who violate this policy may be subject to sanctions.
3. Sexual Harassment Defined. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature (regardless of gender), even if carried out under the guise of humor, constitute a violation of this policy when:
 - a. submission to or tolerance of such conduct is made either explicitly or implicitly a term or condition of an individual's employment or education; or
 - b. submission to or rejection of such conduct by an individual is used as the basis for academic or employment decisions (including admissions and hiring) affecting that individual; or
 - c. such conduct has the purpose or effect of substantially interfering with an individual's academic or professional performance or creating an intimidating, hostile or offensive employment, or educational environment.

Sexual harassment takes many forms; examples of conduct that might be considered sexual harassment under this policy include but are not limited to:

- a. sexual exploitation of a relationship between individuals of unequal power and authority;
- b. sexual exploitation of a relationship between peers and students that could affect the workplace or educational environment;
- c. repeated and unwanted requests for dates, sexual flirtations, or propositions of a sexual nature;
- d. subtle pressure for a sexual relationship;
- e. sexist remarks about a person's clothing, body or sexual activities;
- f. unnecessary touching, patting, hugging, or brushing against a person's body;

- g. direct or implied threats that submission to sexual advances will affect or be a condition of employment, work status, grades, or letter of recommendation;
- h. physical assault;
- i. conduct of a sexual nature that causes humiliation or discomfort, such as use of inappropriate terms of address;
- j. sexually explicit or sexist comments, questions or jokes; and
- k. conduct of a sexual nature that creates a hostile work or educational environment.

Conduct constituting sexual harassment, as defined herein, toward another person of the same or opposite sex is prohibited by this policy.

- 4. Consensual Relationships. Personnel in supervisory positions and other positions of authority must be sensitive to the potential for sexual harassment as well as conflicts of interest in personal relationships with their subordinates. Even among peers, conflicts can arise. It is the policy of the UNT System that consensual relationships between UNT System personnel in positions of authority and their subordinates are not permitted. For details regarding Consensual Relationships see the UNT System Administration policy on Consensual Relationships.
- 5. Management and Supervisory Responsibilities.
 - a. Dissemination. The Chancellor, Vice Chancellors, and Associate Vice Chancellors shall take appropriate steps to disseminate this policy statement and to inform employees of procedures for lodging complaints.
 - b. Notification. The Chancellor, Vice Chancellors, Associate Vice Chancellors and other managers or supervisors and appropriate committees of the UNT System are required to report as soon as possible any reported and/or suspected violations of this policy (regardless of the severity) to the next level of supervision and to the Associate Vice Chancellor for Equity and Diversity. Failure to report allegations of sexual harassment as set forth herein by those vested with the responsibility to do so is a violation of this policy. Others who are not managers or supervisors are strongly encouraged to report suspected violations of this policy.
 - c. Action. The Administrative Official in consultation with the Associate Vice Chancellor for Equity and Diversity and the Office of Vice Chancellor and General Counsel may, when appropriate, take immediate action to prevent the possibility of

continued sexual harassment or retaliation after he/she becomes aware of a complaint.

6. Responsibilities of Those Not in Supervisory Positions. UNT System staff should report suspected violations of this policy and/or the Nondiscrimination Policy to their immediate supervisor, or the Associate Vice Chancellor for Equity and Diversity.
7. Complaint Procedure. Prompt reporting of a complaint is strongly encouraged, as it allows for rapid response to and resolution of objectionable behavior.
8. Confidentiality. All individuals who are involved in the complaint reporting, mediation and/or investigation process are obligated to maintain confidentiality of the proceedings.
9. Non-Retaliation. Retaliation against an individual for attempting to resist sexual harassment, filing a complaint, attempting to stop sexual harassment against another individual, or for participating in any way in an investigation of a sexual harassment complaint will not be tolerated. Retaliation is a violation of this policy. Employees should report suspected retaliation to their immediate supervisor, or the Associate Vice Chancellor for Equity and Diversity. A claim of retaliation may result in a subsequent investigation.
10. Legal Implications and Sanctions.
 - a. UNT System Imposed. UNT System sanctions for violations of the policy on sexual harassment may include any disciplinary action, up to and including termination of employment for UNT System personnel. These activities may not be a violation of state or federal law, but such activities may be viewed as a major work rule violation under the Performance Counseling and Discipline Policy.
 - b. Civil. Sexual harassment is illegal under Title VII of the Civil Rights Act of 1964, the Texas Commission on Human Rights Act and Title IX of Education Amendments of 1972. The statutes apply to and protect both males and females. Official governmental investigations by the Equal Employment Opportunity Commission, the Texas Commission on Human Rights, and/or the Office of Civil Rights of the Department of Education may result in civil liability against the UNT System and any person found to have committed sexual harassment.

- c. Criminal. Sexual harassment by a public servant is a criminal offense under 39.02 of the Texas Penal Code. Depending on the severity of the acts, sexual harassment may also specifically include indecent exposure, public lewdness, assault, or sexual assault under Chapter 21 and 22 of the Texas Penal Code.
- 11. False Charges. False charges may result in disciplinary action against the complainant by the UNT System or civil action against the complainant by the accused. An unsubstantiated charge is not considered "false" unless it is made with the knowledge that it is false.
- 12. Conflicts. To the extent this policy conflicts with the provisions of the UNT System policy or publication, this sexual harassment policy shall take precedence.

REFERENCES:

Title VII of the Civil Rights Act of 1964, as amended.

Title IX of the Education Amendments pertaining to academic life.