

Sexual Harassment

Policy Number: HR 170

Responsibility:

The Board of Trustees and the Administration of Kettering College are determined to provide for all students and employees on this campus an educational experience free from sexual harassment. Sexual harassment is reprehensible and unacceptable and will not in any way be tolerated on the College campus or at a clinical site. There can be no question that the very possibility of this inappropriate type of conduct can undermine the ideals and principles, which undergird this, College.

Sexual harassment may be, and very often is, a catalyst, which causes relationships between faculty and faculty, teacher and student, and clinician and patient, to become strained or soured. Sexual harassment is particularly damaging when it exploits the educational dependence and trust between students and faculty. When the authority and power inherent in faculty relationships to students, whether overtly, implicitly or through misinterpretation, is abused in this way, there is potential for damage to all concerned and to the educational climate of the College.

This type of conduct may be defined as an attempt to coerce an unwilling person into a sexual relationship or to subject an individual to an unwanted sexual relationship whatever form it may take. Sexual harassment may include, but is not limited to, unwelcome sexual advances, requests for sexual favors, and other verbal, visual or physical conduct of a sexual nature made by someone from the work or educational setting under any or all of the following conditions:

- Submission to the conduct is explicitly or implicitly made a term or a condition of an individual's employment, academic status, or progress.
- Submission to, or rejection of, the conduct by the individual is used as the basis for decisions regarding employment, academic status, or academic progress.
- The conduct has the purpose or effect of having a negative impact upon the individual's work or academic performance, or of creating an intimidating, hostile, or offensive educational



Submission to, or rejection of, the conduct by the individual is used as a basis for any decision affecting the individual regarding benefits and services, honors, programs, or any other activity available at or through Kettering College.

In an endeavor to further clarify what Administration considers sexual harassment, the following salient points should be stressed:

- Making unsolicited written, verbal, visual, or physical contact with sexual overtones. Some examples are: epithets, derogatory comments or slurs of a sexual nature; impeding or blocking movements or any physical interference with normal work; derogatory posters or cartoons displayed where they may be offensive to others.
- Continued expression of sexual interest after being informed that the interest is unwelcome.
- Making reprisals, threats of reprisals or implied threats of reprisal following a negative response to a sexual advance.
- Offering favors or educational or employment benefits such as grades, promotions, favorable performance evaluations, favorable assignments, favorable clinical responsibilities, recommendations, etc. in exchange for sexual favors.

While a particular interaction must be offensive and unconsented to be defined as harassment, faculty members and staff should be sensitive to questions about mutuality of consent that may be raised and to the conflicts of interest that are inherent in personal relationships where professional and educational relationships are also involved.

Individuals who believe they have been sexually harassed may obtain redress through the established informal and formal procedures of the institution. The Administration is committed to respond promptly and equitably to complaints of sexual harassment, and the right to confidentiality of all members of the academic community will be respected insofar as is possible.

This policy explicitly prohibits retaliation against persons for reporting acts of sexual harassment. Formal procedures will not be initiated by the College Administration without a written signed complaint. An individual found to be guilty of sexual harassment will be subject to disciplinary action for violation of this policy, consistent with existing procedures.

DATE OF ORIGIN: Faculty Handbook



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REPLACES:

APPROVED BY:

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