



SEXUAL HARASSMENT

Scope: Residential Life

Issued : June 1, 2012

Revised: July 1, 2013

I. Purpose

In accordance with the University’s policy statement on Sexual Harassment (P.S. 73), the Department of Residential Life is committed to maintaining a work place that is free from any forms of sexual harassment. The following departmental policy is therefore adopted.

II. Policy

No employee, student, or applicant for employment shall be subjected to unsolicited and unwelcome sexual conduct, either verbal or physical. Sexual harassment violates University policy as well as state, federal, and local laws. It is neither permitted nor condoned, but specifically prohibited. It is a violation of policy for any employee or student at the University to attempt in any way to retaliate against a person who makes a claim of sexual harassment. Any individual who violates the policy against sexual harassment will be subject to disciplinary action.

Sexual harassment is a form of unlawful sexual discrimination. Sexual harassment is defined as unwelcome verbal or physical behavior of a sexual nature. A man as well as a woman may be the victim of sexual harassment and a woman as well as a man may be the initiator. The victim does not have to be of the opposite sex of the initiator. Sexual harassment includes both “quid pro quo” and “hostile environment” unlawful discrimination.

“Quid pro quo” sexual harassment may involve submission to verbal or physical conduct of a sexual nature, unwelcome sexual advances, or requests for sexual favors when this is made either explicitly or implicitly a term or condition of an individual’s employment or student status. It typically involves an authority relationship in which the recipient is vulnerable with respect to employment or academic status so that objecting to the offensive behavior or demands may have negative consequences.

“Hostile environment” sexual harassment may include unwelcome verbal or physical conduct of a sexual nature in which the unwelcome conduct unreasonably interferes with an individual’s ability to function effectively in an employment or academic setting by creating an intimidating, hostile, or offensive environment even if no “quid pro quo” relationship exists. Examples of hostile environment sexual harassment may include unwelcome touching or suggestive comments, offensive language or display of sexually oriented materials, and similar sexually oriented behavior of an intimidating or demeaning nature. An authority relationship may or may not be present. Incidents of sexual harassment should be reported to the Director of Residential Life or the LSU Office of Human Resource Management. A copy of P.S. 73 may be obtained by contacting the Office of Human Resource Management (578-8200) in 304 Thomas Boyd Hall.