

APPENDIX F

POLICY TO PROHIBIT SEXUAL HARASSMENT

The University takes allegations of sexual harassment very seriously. FIU requires that **all employees**-faculty and staff-participate in the training workshops on sexual harassment awareness and prevention provided by the Office of Equal Opportunity Programs. FIU's policy defines sexual harassment as

. . . any unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature which 1) makes submission to or rejection of such conduct either an explicit or implicit basis for employment and/or academic decisions affecting the individual; or 2) unreasonably interferes with the individual's employment or academic performance by creating an intimidating, hostile or offensive environment.

Faculty has a great deal of power over students, junior faculty members, and staff members. We must interact with students, staff, and each other with utmost sensitivity. All faculty members, male and female, must monitor their own behavior carefully.

If you observe someone behaving in a harassing way (examples of such behavior are included in the policy), remind that individual of the kinds of behavior that constitute sexual harassment and let him/her know that the University has a strong policy against such behavior. If a student, staff member, or faculty member comes to you with allegations of sexual harassment, see that he/she receives a copy of the University Sexual Harassment Policy.

This policy includes both an informal and a formal procedure for handling sexual harassment complaints; the choice of procedure will depend on the nature of the complaint and the wishes of the complainant. Sexual Harassment complaints are filed with the Office of Equal Opportunity Programs. There are strict timelines in both the informal and formal procedures, so be sure to read the entire policy carefully before initiating a complaint. In the event that a claim of sexual harassment is found to be frivolous or malicious, appropriate University sanctions will be taken against the complainant.

It is risky to date students, especially students in your own classes. When faculty members and their students date, an inevitable conflict of interest develops on both sides. Allegations of sexual harassment sometimes result from such relationships.

Copies of the Sexual Harassment Policy can be obtained from the Office of Equal Opportunity Programs (305-348-2785) or the Women's Studies Center (305-348-2408). <http://www.fiu.edu/orgs/diversity/publications/EOPSexH.pdf>