



Department of Human Resources

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Sexual harassment is a form of sex discrimination that is both reprehensible and unlawful. Sexual harassment is contrary to the most fundamental ethical canons of the academic community. Sexual harassment violates the special bond of intellectual dependence and trust between students and faculty. It exploits unfairly the power inherent in the relationship between supervisor and subordinate or teacher and student, and it can occur between persons of the same university status. Wherever and wherever sexual harassment occurs, it undermines the entire collegial process of recruitment, appointment and advancement at the institution.

Sexual Harassment Policy Statement

Policy:

It is the policy of Cleveland State University that no member of the university community shall engage in sexual harassment. The university community will not tolerate sexual harassment because it creates an unacceptable or injurious working or educational environment. Members of the university community who believe that they have been sexually harassed should seek resolution of the problem through the university's informal and formal grievance procedures.

Definition of Sexual Harassment

Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

- Submission to such conduct is made either explicitly or implicitly term or a condition of instruction, employment or participation in any university activity;

- Submission to or rejection of such conduct by an individual is used as a basis for evaluation in making decisions affecting instruction, employment or other university activity;

- Such conduct has the purpose or effect of unreasonably interfering with an individual's academic or work performance or creates an intimidating, hostile or offensive university environment.

For all questions related to this policy, call the

211 L F H I R U Q O V (T D L) (216) 687-9318 or (216) 687 - 2223.

For information on filing complaints see,

[Discrimination Complaints and Grievance Procedures](#)