

Ohio University policy prohibits sexual harassment

Sexual harassment may include any **unwelcome** sexual advance or request for sexual favor, made by an employee, student, or agent of the University to a student or employee of the University, that **substantially** interferes with the person's educational or work performance, or **creates an intimidating, hostile, or offensive** environment. You will find Ohio University's Harassment Policy at: www.ohiou.edu/policy/03-004.html.

Examples include

- Unwelcome or uninvited sexual comments or innuendo
- Oral, written, or electronic communications that are sexually explicit in nature
- Sexually explicit questions, jokes, or anecdotes about gender specific traits
- Sexually suggestive sounds, gestures, gifts, or visual materials such as magazines, pictures, posters, photos, cartoons, or drawings
- Direct or indirect threats concerning sexual favors or the refusal to consent to sexual favors
- Sexual leering, uninvited touching, stroking, or gestures
- Communication of unsought sexual propositions, requests for dates, sexual favors, or lewd remarks or sounds
- Coerced sexual intercourse
- Sexual assault or abuse

Fears are often expressed by people who experience unwanted sexual or gender-based behavior. Don't let these fears stop you from seeking help. You have the right to work in a harassment-free work and educational environment. Supervisors are obliged to foster this climate. University policy prohibits retaliation against individuals who raise such concerns.

Take action!

Don't delay. Pay attention to cues or comments and address unwanted conduct immediately.

Say no. Tell the person that the conduct is unwanted and you want it stopped.

Tell someone. Tell your advisor, department chair or supervisor what happened.

Keep a record. Keep track of dates, times, places, and events to help you present your situation.

Submitting complaints

Submit sexual harassment complaints to the **Title IX Coordinator** in the Office for Institutional Equity.

Walk-in: Office for Institutional Equity
101 Crewson House (end of South Court Street across from Baker University Center)
Athens, Ohio

Mail: Office for Institutional Equity
101 Crewson House
Ohio University
Athens, OH 45701

Phone: 740.593.2620
Email: equity@ohio.edu

Members of the University community who receive a complaint of sexual harassment should convey the complaint to the Office for Institutional Equity. If you have a question about your reporting responsibility, call the Office for Institutional Equity, the Office of Legal Affairs, or University Human Resources. Please note that we cannot guarantee anonymity or confidentiality.

Office of Legal Affairs
740.593.2626

University Human Resources
740.593.1636

Student to student complaints

Student to student harassment is a violation of the Student Code of Conduct. For information, contact:

Office of Judiciaries
740.593.2629
349 Baker University Center
judiciaries@ohio.edu

Help is available

For confidential support:

Students

Counseling and Psychological Services
Hudson Health Center, 3rd floor
740.593.1616

Faculty/Staff

Employee Assistance Program: Impact
1.800.227.6007
www.ohio.edu/hr/benefits/healthcare/eap.cfm

To report a crime:

Ohio University Police Department
135 Scott Quad
740.593.1911
police@ohio.edu

Other resources:

Because sexual harassment is a type of sex discrimination, you may file a complaint of sex discrimination with a federal or state agency:

U.S. Equal Employment Opportunity Commission

Toll free: 800.669.4000
TTY: 800.669.6820

Ohio Civil Rights Commission

Toll free: 888.278.7101
U.S. Department of Education
Office for Civil Rights (Cleveland Office)
Phone: 216.522.4970
TDD: 877.521.2172

Ohio University policy prohibits harassment

Ohio University recognizes the human dignity of each member of the Ohio University community and believes each member has a responsibility to promote respect and dignity for others. The University strives to foster an academic, work, and living environment that is free from harassment. The University's goal is to provide an environment where students, faculty, and staff can thrive, and that is welcoming, and free of fear.

Ohio University will make its educational programs and employment opportunities equitably available to students and employees without discrimination on the basis of race, religion, color, sex, sexual orientation, national origin, ancestry, age, gender, gender identity or expression, mental or physical disability, or veteran status. Harassment is a form of discrimination and, therefore, harassment directed toward an individual or group, or experienced by an individual or group, violates this policy.

This policy applies to all Ohio University operations and programs, including regional campuses. It applies to all university students and employees, including faculty, administrators, classified non-bargaining staff, bargaining unit staff, and student employees. It also applies to all vendors, contractors, subcontractors, and others who do business with the University. It applies to all visitors or guests on campus to the extent that there is an allegation of harassment made by them against university students or employees.

Ohio University policy prohibits retaliation

No member of the University community may retaliate against a whistle-blower. Whistle-blowers who believe that they have been retaliated against by a university employee should contact the Office of Legal Affairs. To find out more about the Ohio University Whistle-blowing and Retaliation Policy visit www.ohiou.edu/policy/03-006.html.

Ohio University Notice of Non-Discrimination

Ohio University does not discriminate on the basis of race, color, religion, national origin, sex, disability, sexual orientation, gender identity or expression, age, or military veteran status in its employment practices or in the provision of educational programs and services. The following person has been designated to handle inquiries regarding the University's non-discrimination policies, to receive discrimination/harassment complaints from members of the university community, and to monitor the institution's compliance with state and federal non-discrimination laws and regulations:

Laura L. Myers, J.D., M.A.
Interim Director – Office for Institutional Equity
Title IX Coordinator, ADA Coordinator
101 Crewson House
Athens, Ohio 45701
T: 740.593.2620
F: 740.593.0790
equity@ohio.edu

For more information about Ohio University's policies prohibiting discrimination and sexual harassment, and for a description of Ohio University's grievance procedures, please visit the webpage for the Office for Institutional Equity at: www.ohio.edu/harassment.



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Institutional Equity

Crewson House 101
Athens OH 45701

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Ohio University Harassment Inquiry and Complaint Procedures



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