WHAT IS SEXUAL HARASSMENT?

Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other behavior of a sexual nature when:

- Submission to such conduct is made implicitly or explicitly a term or condition of an individual’s employment or participation in an educational program;
- Submission to or rejection of such conduct by an individual is used as the basis for personnel decisions or for academic evaluation or advancement;
- Such conduct has the purpose or effect of unreasonably interfering with an individual’s work or academic performance or creates an intimidating/hostile or offensive working or educational environment.

Sexually discriminatory conduct as described above will not be tolerated by the University of Tennessee Health Science Center (UTHSC). Any student, faculty, or staff member found in violation of University policy addressing sexual harassment/sexual misconduct shall be subject to appropriate discipline. The university shall investigate each situation alleging sexual harassment individually before reaching a conclusion on the merits of the claim.

EXAMPLES OF SEXUAL HARASSMENT INCLUDE, BUT ARE NOT LIMITED TO:

**Verbal harassment**
- Sexually explicit jokes or stories
- Sexually explicit, interactive software programs/computer games used at work
- Sexual/obscene innuendos, comments, remarks or sounds
- Repeatedly asking for a date after a person has expressed disinterest
- Inquiring about a person’s sexual fantasies or sexual activities
- Sexual propositions/pressure for sex

**Non-verbal harassment**
- Reviewing a person’s body by staring them up and down
- Making facial expressions such as winking or licking the lips or other sexual gestures with hands or through body movements
- Following a person/hanging around before, during or after work hours
- Offering unwanted gifts or letters
- Displaying sexually explicit pictures or signs

**Physical harassment**
- Patting, pinching or brushing up against someone in a sexual manner or other unwelcome forms of touching a person’s body, hair or clothing
- Attempted or actual kissing or fondling
- Attempted or actual coerced sexual acts

**What if I am not sure?**

The Office of Equity and Diversity (OED) provides guidance and resources to the university community. If you are experiencing a problem, but are not sure if it is sexual harassment, we encourage you to make an appointment to discuss your concerns.

Call 901.448.2112.
SEXUAL MISCONDUCT, RELATIONSHIP VIOLENCE, STALKING AND RETALIATION POLICY

APPLICABLE UT POLICIES

• Sexual Misconduct, Relationship Violence, Stalking and Retaliation Policy uthsc.edu/oed/sexual-misconduct.php

• HR Policy 0580-Code of Conduct policy.tennessee.edu/hr_policy/hr0580/

• HR Policy 0280-Sexual Harassment policy.tennessee.edu/hr_policy/hr0280/

• HR Policy 0220-Equal Employment Opportunity, Affirmative Action and Diversity policy.tennessee.edu/hr_policy/hr0220/

SUPPORT AND RESOURCES

On Campus:
Office of Equity and Diversity 901.448.2112
Title IX Coordinator 901.448.2112
Student Academic Support Services and Inclusion (SASSI) 901.448.5056
Student Conduct and Community Standards 901.448.7125
University Health Services 901.448.5630
Human Resources/Employee Relations 901.448.5600
UTHSC Police Department 901.448.4444

Off Campus:
Student Assistance Program (SAP) 800.327.2255
Employee Assistance Program (EAP) 855.437.3486

Periodically, you will receive information from the Office of Equity and Diversity (OED) regarding various policies, procedures and resources applicable to UTHSC students and employees. The heading of the email will be “OED NOTES.”

The University of Tennessee is an EEO/AA/Title VI/Title IX/Section 504/ADA/ADEA/V institution in the provision of its education and employment programs and services.

For more information, please contact:
Office of Equity and Diversity 920 Madison, Suite 825 Memphis, TN 38163
hsc-oed@uthsc.edu t 901.448.2112 | f 901.448.1120
Telecommunications Device for the Deaf t 901.448.7382
uthsc.edu/oed

SEXUAL MISCONDUCT

A term that encompasses Sexual Harassment, Sexual Assault, Sexual Exploitation, and all other words and/or conduct that would constitute a Sex Offense Crime.

RELATIONSHIP VIOLENCE

A term that encompasses Dating Violence, Domestic Violence, and all other words and/or conduct that would constitute a Relationship Violence Crime. Relationship Violence may be a form of Sex Discrimination prohibited by federal and state antidiscrimination laws, such as Title VII and Title IX.

STALKING

Stalking includes both the crime of stalking in Tennessee and the crime of stalking defined by the Clery Act:
• Clery Act Crime: Engaging in a Course of Conduct directed at a specific person that would cause a reasonable person to: (1) fear for the person’s safety or the safety of others; or (2) suffer Substantial Emotional Distress.

RETALIATION

It is a violation of UTHSC’s policy and the law to engage in any form of retaliation against individuals who:
• Report and/or file complaints of discrimination or harassment
• Cooperate in the investigation of discrimination or harassment
• Participate in hearings involving discrimination or harassment

Violation of the retaliation policy will constitute grounds for appropriate discipline.