

## **Policy 705.14 – Sexual Harassment**

Date Adopted: 8/24/80

Issuing Office: Administration & Finance

Date Revised: 8/19/09

Approved By:

References: OFCCP Audit of 1979; EEOC Guidelines on Sexual Harassment; Title IX; UMW Policy 705.5

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### **I. POLICY**

The University of Montana Western prohibits sexual harassment as unacceptable behavior and provides an avenue to report such incidents.

### **II. PURPOSE**

The purpose of this policy is to comply with state and federal regulations prohibiting sexual harassment.

### **III. PROCEDURE**

Sexual harassment in education or employment covers a broad spectrum of behavior, ranging from sexual innuendoes and gender-based comments made at inappropriate times, perhaps in the guise of humor, to coerced sexual relations. In its extreme form, sexual harassment occurs when a person in a position of influence over the job, career, or grades of others uses his/her authority to coerce another person into sexual relations or to punish that person for rejecting or reporting such advances.

The University of Montana Western considers such behavior unacceptable. Sexual harassment is furthermore a violation of state and federal equal opportunity and nondiscrimination regulations.

Disciplinary action will be taken when instances of sexual harassment are identified and confirmed. Retaliation against persons who file complaints is also a violation of laws prohibiting discrimination and will lead to disciplinary action against offenders.

Supervisors who knowingly condone or fail to report incidents of harassment will themselves be subject to discipline.

Employees or students who wish to report incidents of sexual harassment should contact the EEO/Affirmative Action Officer or may pursue complaints through appropriate grievance procedures (refer to UMW Policy 705.5 Discrimination Grievance Procedure).

### **IV. AUTHORITY**

OFCCP Audit of 1979; EEOC Guidelines on Sexual Harassment; Title IX; UMW Policy 705.5

### **V. RESPONSIBILITY**

Vice Chancellor for Administration & Finance/Student Affairs, EEO/Affirmative Action Officer, Supervisors