



Approved By: Cabinet  
Effective Date: January 2005

Category: Human Resources  
Contact: Assistant Vice President for Human Resources  
(585) 245-5616

### **Sexual Harassment Policy**

Sexual harassment is a form of illegal discrimination. It is any unwanted verbal, written, or physical sexual advance, request for sexual favor, sexually explicit statements, or sexually discriminating remarks made by someone in the workplace or classroom, which

- are offensive or objectionable to the recipient, or
- cause the recipient discomfort or humiliation, or
- interfere or results in interference with the recipient's job or academic performance, or
- creates or intimidating, hostile, or offensive work environment

### **Policy**

It is the policy of Geneseo to maintain an academic and work environment free of sexual harassment. Harassment on the basis of sex is a violation of the law (Sec. 703 of Title VII of the Civil Rights Act as amended, Title IX Education Amendments of 1972, and the New York State Human Rights Law) and will not be tolerated. The College will not condone actions, writings, publications, and words which a reasonable person would regard as sexually harassing. It is the responsibility of every administrator, supervisor, and faculty member to create and maintain an environment that is free of discrimination and allows full access and opportunity for participation to all members of the College Community.

Further, SUNY Geneseo does not condone retaliation. Retaliation is against the law and will subject the perpetrator to sanctions.

### **Procedures**

#### **I. Report of Incidents**

Alleged incidents of sexual harassment are appropriately addressed through the SUNY Internal Discrimination Complaint Procedure. Forms are available from the Human Resources Affirmative Action Office in the Human Resources Office or on the Human Resources website, at <http://hr.geneseo.edu>.

#### **II. Disciplinary Action**

Should disciplinary action be found necessary, the appropriate procedures in current collective bargaining agreements or campus judiciary regulations will be followed.

**III. Appeal Pursuit of Complaint with Outside Agencies**

Use of the complaint procedure does not deprive any complainant of the right to pursue the complaint with outside enforcement agencies.

**IV. Deadline for Filing a Complaint**

The deadline for filing a complaint is 90 calendar days following the alleged discriminatory act. Employees who wish to discuss the grievance procedure in more detail may contact the Affirmative Action Office in Human Resources. Students who wish to discuss the complaint procedure in more detail may contact the Dean of Students.

**V. A person who knowingly and/or intentionally files false complaint under this policy may be subject to disciplinary action.**