UNIVERSITY POLICY

Oklahoma State University-Oklahoma City PROHIBITS gender discrimination in any form, including sexual harassment of students, faculty and staff (OSU Gender Discrimination/Sexual Harassment Policy & Title IX Grievance Procedure 1-0702). All students, faculty and staff are required to comply with this policy. OSU-Oklahoma City subscribes to an educational and work environment where everyone is treated with respect and dignity and, therefore, condemns insulting, degrading and exploitive treatment of its students and employees. The University strives to maintain a safe, non-discriminatory environment for all members of its campus community.

THE LAW

Gender discrimination and sexual harassment are prohibited by Title VII of the Civil Rights Act of 1964 as amended, Title IX of the Education Amendments of 1972 and Title 25 of the Oklahoma Statutes.

I. GENDER DISCRIMINATION DEFINED

Gender discrimination is unequal or disadvantageous treatment of an individual or group of individuals based on gender. Sexual harassment is a form of illegal gender discrimination.

Gender discrimination can be treating an individual differently based upon his/her gender in academic or extracurricular activities, academic programs, discipline, classroom assignment, physical education, grading and/or athletics.

EXAMPLES OF GENDER DISCRIMINATION

The following types of conduct may constitute gender discrimination:

A professor constantly makes remarks in class that males aren’t as smart or dedicated to learning as females.

A department head hires only male computer technicians, because he doesn’t think women are as competent.

A male student has been discouraged from applying to the nursing program because it is a traditional “female” field.

II. SEXUAL HARASSMENT DEFINED

Sexual harassment, as prohibited under federal law, state law and University policy, is defined as unwelcome sexual advances, sexual assaults or requests for sexual favors, and other verbal or physical conduct of a sexual nature. This conduct constitutes sexual harassment when:

• submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment or academic standing, or

• submission to or rejection of such conduct by an individual is used as the basis for employment decisions or academic decisions affecting such individual, or

• such conduct has the purpose or effect of unreasonably interfering with an individual’s work or academic performance, or creating an intimidating, hostile or offensive educational or work environment.

FOR SEXUAL ASSAULT COMPLAINTS CONTACT:
OSU-Oklahoma City Office of Safety and Security Business Technology Building, Room 100 (405)945-9111

FOR PSYCHOLOGICAL ASSISTANCE, CONTACT:
Dr. Bill Gentry
OSU Employee Assistance Program Coordinator Program 103 Seretean Wellness Center (405)/744-6415
bill.gentry@okstate.edu

For a copy of the Oklahoma State University Gender Discrimination/Sexual Harassment Policy & Title IX Grievance Procedure 1-0702 go to:
OSU-Oklahoma City Human Resources Affirmative Action Office Administration Building, Room 201 Online: http://www.osuokc.edu/download/GDSH-Policy.pdf

Oklahoma State University-Oklahoma City supports the American Disabilities Act (ADA) and welcomes requests for reasonable accommodation. For ADA accommodations, please contact the Office of Services to Students with Disabilities at (405) 945-3385. Oklahoma State University - Oklahoma City in compliance with Title VI and VII of the Civil Rights Act of 1964, Executive Order 11246 as amended, Title IX of the Education Amendments of 1972, American Disabilities Act of 1990, and other federal laws and regulations, does not discriminate on the basis of race, color, national origin, sex, age, religion, disability or status as a veteran in any of its policies practices or procedures. This includes but is not limited to admissions, employment, financial aid and educational services. This publication, issued by Oklahoma State University - Oklahoma City as authorized by Student Services, was printed by OSU-OKC Printing Services at a cost of $214.50. (250/10/08)

FOR A COPY OF THE OKLAHOMA STATE UNIVERSITY GENDER DISCRIMINATION/SEXUAL HARASSMENT POLICY & TITLE IX GRIEVANCE PROCEDURE 1-0702 GO TO:
OSU-Oklahoma City Human Resources Affirmative Action Office Administration Building, Room 201

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Sexual harassment can occur between any two individuals. Although sexual harassment typically occurs when one person is in a position of power over another, it can also occur among peers. Sexual harassment can also occur if a supervisor or faculty member grants special favors or opportunities to a person with whom they are having a sexual relationship, but does not grant similarly equal opportunities or advantages to other persons.

Sexual harassment may also occur, in some cases, if employees of contractors or vendors performing services or doing business with the University engage in harassing conduct.

**EXAMPLES OF SEXUAL HARASSMENT**

The following types of conduct may constitute sexual harassment:

- Inappropriate touching, patting or pinching
- Displaying sexually demeaning or offensive objects and pictures
- Physical assault or coerced sexual activity
- Sexually suggestive jokes or innuendoes; derogatory, degrading or sexist remarks about a person’s body, clothing or sexual activities
- Suggestive of insulting sounds, whistles, catcalls
- Obscene phone calls, email or gestures

**RESPONSIBILITIES OF THE PERSON BEING SEXUALLY HARASSED**

Say “NO!” Tell the harasser to stop and that the conduct is unwanted and unwelcome.

Give the harasser a copy of the Gender Discrimination/Sexual Harassment Policy (Available in the Office of the Vice President for Student Services and/or the Human Resources Office.)

**STALKING**

Stalking is a form of harassment and is a criminal offense in the state of Oklahoma according to Title 21 of the Oklahoma Statutes. Stalking occurs when a person willfully, maliciously and repeatedly follows or harasses another person in a manner that would cause a reasonable person to feel frightened, intimidated, threatened, harassed or molested.

**EXAMPLES OF SEXUAL HARASSMENT WITHIN THE WORK AND ACADEMIC ENVIRONMENT**

Sharon’s supervisor kept asking her for a date. He said getting to know him better would improve her chances for a promotion. She felt uncomfortable and wished he would stop. She kept refusing him, but he wouldn’t take “no” for an answer.

What should Sharon do?

She may go to her supervisor’s supervisor or appropriate administrator, the director of Human Resources/Affirmative Action, or one of the other individuals listed at the end of this brochure.

Cindy’s professor told her that refusal to have a sexual relationship with him would result in a lower grade in his course.

What should Cindy do?

She may go to the department head or division head for which the instructor works, or one of the individuals listed at the end of this brochure.

Barbara, a student in a student organization, constantly makes derogatory jokes about men’s bodies during the weekly meetings. The male students in the organization are embarrassed by her remarks.

What should the male students in this case do?

They may go to the sponsor/advisor of the student organization, the Student Conduct officer or one of the individual listed at the end of this brochure.

**RESPONSIBILITIES OF PERSON RECEIVING COMPLAINT**

- Listen.
- Take the report seriously.
- Don’t tell the student/supervisor that they ought to be able to handle it themselves, that they have no sense of humor or they are taking the behavior too seriously.
- Know who to refer the person to and encourage the complainant to meet with the designated person.
- If you are handling the situation and don’t know what to do, call the OSU-OKC Human Resources Office, (405) 945-3297.
- Complete the intake form at: http://www.osuokc.edu/download/Intake-Form.pdf
- Provide follow up.

**CONFIDENTIALITY**

Confidentiality shall be maintained to the greatest extent possible within the requirements of conducting reasonable investigations. Only those who have an immediate need to know may find out the identity of the parties.

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**CONSENSUAL RELATIONSHIP**

Although OSU-OKC does not have a policy prohibiting consensual amorous relationships, such relationships, between two individuals in which a power differential exits, may lead to difficulties and future misunderstandings. Particularly when a faculty member and student are in the same academic unit or in units that are academically allied, or when a supervisor and employee are in the same administrative unit, relationships that the parties view as consensual may appear to others to be exploitative. Further, in such situations, the faculty member or supervisor may face serious conflicts of interest and should be careful to distance themselves from any decisions that may reward or penalize the student or employee involved.

**RETALIATION**

It is illegal to retaliate against anyone who complains about sexual harassment or assists in a sexual harassment complaint. Retaliation, threats or other forms of intimidation against any party involved WILL NOT BE TOLERATED.

**SUGGESTED RESOURCES**

Sexual harassment is serious and it is important that you talk with someone about it. You may contact your teacher, your department head or appropriate administrator.

You may also contact:

**OSU-Oklahoma City Students**

Kris Pendleton
OSU-Oklahoma City
Student Conduct Officer
Student Center
Room 102A
(405)945-3778

Dr. Jay Kinzer
OSU-Oklahoma City
Student Services
Vice President/
Title IX Coordinator
Student Center
Room 180
(405)945-3234

Dr. Larry Edwards
OSU-Oklahoma City
Academic Affairs
Vice President
Administration Building
Room 200
(405)945-3378

**OSU-Oklahoma City Employees (Faculty and Staff)**

Laura Hare
OSU-Oklahoma City
Human Resources Director/ Affirmative Action Officer
Administration Building
Room 201A
(405)945-3297

Jerry Brooks
OSU-Oklahoma City
Finance & Operations
Vice President
Administration Building
Room 201A
(405)945-8831

**ASK YOURSELF**

“Was my behavior appropriate?”

“Was my behavior welcomed?”

“Was my behavior offensive?”

**PREVENTING SEXUAL HARASSMENT**

Each member of the campus community is responsible for preventing sexual harassment and ensuring that the work and academic environments are harassment-free. Become informed about sexual harassment. Evaluate your own behavior to ensure that you are not engaging in sexual harassment.

**EXAMPLES OF SEXUAL HARASSMENT**

Barbara, a student in a student organization, constantly makes derogatory jokes about men’s bodies during the weekly meetings.

What should Cindy do?

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