

WHAT IS SEXUAL HARASSMENT?

Sexual harassment is any unwelcome physical or verbal conduct of a sexual nature which interferes with another's ability to receive an education or work. It may consist of physical and/or verbal behavior, or other actions that intimidate or offend an individual or group of persons.

Sexual harassment can involve relationships of unequal power. This type of harassment usually contains elements of coercion such as requests for sexual favors in exchange for granting benefits in work, and or study situations. Sexual harassment between equals can involve repeated sexual advances or demeaning verbal behavior.

People who are harassed may feel angry, hurt, depressed, trapped, and have lowered self-esteem; they may drop courses, change majors, drop out of school, change residence, quit jobs, neglect academic/work commitments or responsibilities to avoid offending the person.

The following actions may be considered sexually harassing behavior:

- Unwanted sexual advances, propositions, or questions
- Unwelcome touching of a person's body or clothing
- Public displays of sexually demeaning objects, photographs, posters, or cartoons in a manner that is intended to interfere with work or education
- Implied or overt threats, or punitive action as the result of rejection of sexual advances or rejection of romantic involvement
- Sexual assault/rape

If you think you have been sexually assaulted/raped, contact Campus Police immediately.

Sexual harassment can be intentional or unintentional. While sexual comments or joking, personal advances, and other behaviors may occur in some cases with no harm intended, such actions can be unwanted, threatening, and perceived as harassment.

WHAT TO DO?

INDIVIDUAL ACTION

- **Speak up immediately.** Clearly state that you are offended by the behavior and want it to stop.
- **Document all incidents.** If the behavior does not stop, document, in writing, all incidents including dates, times, places, witnesses, and descriptions of events.
- **Seek support.** Don't try to handle the stress of harassment alone. Talk to a friend, a relative, a counselor or someone else that you can trust. Harassers tend to be repeat offenders; find out if others have been harassed.

FILING A FORMAL COMPLAINT

A formal complaint is a written statement which will be investigated.

Students should file a formal complaint with the Vice Chancellor for Student Affairs unless that person is the offender. In that case, the complaint should be made to the Vice Chancellor's supervisor.

Employees should file formal complaints with their supervisor, unless the supervisor is the offender. In that case, the complaint should be made to the supervisor's supervisor. Employees may also file formal complaints in the Human Resources Office.

CAMPUS POLICY

Harassment on the basis of sex is a violation of Section 703 of Title VII of the Civil Rights Act of 1964 (amended in 1972). It is further interpreted to be a form of sex discrimination prohibited by North Carolina General Statute 126-16 and Title IX of the Education Amendments of 1972. Title VII is enforced by the U.S. Equal Employment Commission, and Title IX is enforced by the Office for Civil Rights in the U.S. Department of Education. **Consequently, the University of North Carolina at Pembroke will not tolerate sexual harassment of its students, faculty, or employees.** Sexual harassment at UNCP will be grounds for disciplinary action, up to and including termination of employment or student status.

Charges found to have frivolous, intentionally dishonest, or made in willful disregard of the truth may subject the complainant to disciplinary action. On the other hand, any retaliation directed to the complainant as a result of the filing of a complaint is against state and federal laws and UNCP Policy.

In the event of conflict between this brochure and any University policy dealing with discrimination, the policy takes precedence.

CONTACT INFORMATION

POLICE & PUBLIC SAFETY

D.F. Lowry Building
(910) 521-6235

COUNSELING & TESTING CENTER

Chavis University Center, Room 243
(910) 521-6202

STUDENT HEALTH SERVICES

Lumbee Hall, Room 347
(910) 521-6219

SOUTHEASTERN REGIONAL MEDICAL CENTER

2300 North Pine Street
Lumberton, NC 28358
(910) 671-5000

RAPE CRISIS CENTER OF ROBESON COUNTY

212 North Chestnut Street
Lumberton, NC 28358
(910) 739-6278

OFFICE OF STUDENT AFFAIRS

Lumbee Hall, Room 242
(910) 521-6226

OFFICE OF HUMAN RESOURCES

Lumbee Hall, Room 347
(910) 521-6279

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STUDENT AFFAIRS

Second Floor, Lumbee Hall
The University of North Carolina at Pembroke
P.O. Box 1510
Pembroke NC 28372
www.uncp.edu/sa
(910) 521-6226

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OFFICE OF THE VICE CHANCELLOR FOR STUDENT AFFAIRS

DEALING WITH

SEXUAL

HARASSMENT

A GUIDE FOR STUDENTS, FACULTY, & STAFF



**THE UNIVERSITY OF NORTH CAROLINA
AT PEMBROKE**