

THE ADMINISTRATIVE POLICY

TAP NO. 31: UNIVERSITY POLICY ON SEXUAL HARASSMENT

No member of the Duquesne University community may sexually harass another. Employees and students will be subject to disciplinary action for violation of this policy.

Unwelcome sexual advances, requests for sexual favors, and verbal or physical contact of a sexual nature constitute sexual harassment when:

1. Submission to such conduct is made either explicitly or implicitly a condition of an individual's academic or employment continuation or advancement.
2. Submission to or rejection of such conduct by an individual is used as a criteria for academic or employment decisions affecting that individual.
3. Such conduct has the purpose or effect of substantially interfering with an individual's academic or employment performance or creates an intimidating, hostile, embarrassing or offensive employment, educational or living environment.

Because of the potential for sexual harassment in certain situations, the University prohibits romantic and/or sexual relationships in the following situations:

1. No faculty member may engage in a romantic and/or sexual relationship or in romantic and/or sexual conduct with any student currently enrolled at Duquesne University.
2. No athletic department employee may engage in a romantic and/or sexual relationship or in romantic and/or sexual conduct with a student athlete.
3. No campus police officer or security officer may engage in a romantic and/or sexual relationship or in romantic and/or sexual conduct with any student currently enrolled in Duquesne University.
4. No Residence Life staff member may engage in a romantic and/or sexual relationship or in romantic and/or sexual conduct with any student currently enrolled in Duquesne University.
5. A supervisor may not engage in a romantic and/or sexual relationship or in romantic and/or sexual conduct with any employee in the supervisor's department or division.

Any student or employee having a complaint of sexual harassment should notify the University's Affirmative Action Officer. Written complaints will be promptly investigated. Because of the potential for abuse, as well as the possibility of serious personal and professional consequences resulting from an allegation of sexual harassment, anonymous statements will be disregarded.

If the victim refuses to file a complaint, the matter may be investigated by the University and the final disposition will be determined by the appropriate University officials.

Complaints of sexual harassment should be filed with the University Affirmative Action Officer. (Phone: 412-396-6661)