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UNIVERSITY OF MINNESOTA

ADMINISTRATIVE POLICY

Sexual Harassment

Responsible University Officer(s): <ul style="list-style-type: none"> Vice President and Vice Provost for Equity and Diversity (Interim) 	Policy Owner(s): <ul style="list-style-type: none"> Director and Title IX Coordinator, Office of Equal Opportunity and Affirmative Action 	Policy contact(s): <ul style="list-style-type: none"> Tina Marisam 	Date Revised: January 2014 Effective Date: January 2014
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POLICY STATEMENT

The University is committed to creating a welcoming and respectful work and educational environment that is free from sexual harassment, and the University provides comprehensive support, education, and reporting mechanisms to all members of the University community.

All members of the University community are prohibited from engaging in sexual harassment and retaliating against individuals based on their participation in a sexual harassment investigation. When they learn about incidents of sexual harassment, University employees who are supervisors must take prompt remedial action to respond to any concerns including referring the matter to relevant internal options.

Reporting

Any individual who believes they have been subjected to sexual harassment or retaliation for reporting sexual harassment can report their concerns to the Office for Equal Opportunity and Affirmative Action (EOAA) or the relevant internal office for investigation, problem solving, dispute resolution and potential disciplinary action, up to and including termination against perpetrators. Victim survivor services are also available to provide additional support.

Retaliation

No one acting on behalf of the University may retaliate against an individual for having made a report in good faith under this policy or participated in a sexual harassment investigation. Any employee who engages in retaliation may be subject to disciplinary action up to and including termination of employment. Reports of retaliation will be reviewed and investigated in the same manner in which other allegations of misconduct are handled. This provision aligns with Board of Regents Policy: [Code of Conduct](#).

REASON FOR POLICY

To implement Board of Regents Policy: *Sexual Harassment* and *Student Conduct Code*, as well as to comply with the law in the employment context by Title VII of the 1964 Civil Rights Act, in the education context by Title IX of the Educational Amendments of 1972 and in both the employment and educational contexts by the Minnesota Human Rights Act.

This policy prohibits the conduct covered by this administrative policy and establishes procedures for reporting incidents of sexual harassment and retaliation. The commitment of the entire University to this policy contributes to our goal of creating an inclusive campus climate including the active prevention, awareness of and response to sexual harassment.

PROCEDURES

- [Reporting Incidents of Sexual Harassment](#)

FORMS/INSTRUCTIONS

There are no forms associated with this policy.

APPENDICES

There are no appendices associated with this policy.

FREQUENTLY ASKED QUESTIONS

There are no FAQs associated with this policy.

CONTACTS

Subject	Contact	Phone	Fax/Email
Primary Contact(s)	Tina Marisam	612-626-9357	marisam@umn.edu
Office of Human Resources	Human Resources Consultants	Office of Human Resources Specialist and Consultant List	Office of Human Resources Specialist and Consultant List
Office for Conflict Resolution	Tina Marisam	612-624-1030	marisam@umn.edu
Office for Community Standards	Sharon Dzik	612-624-6073	sdzik@umn.edu
Anonymous/confidential reporting of legal/policy violations	Toll Free Outside Reporting Service	1-866-294-8680	U Report

Human Resources/EOAA University of Minnesota Duluth	Tim Caskey	218-726-6326	rcaskey@d.umn.edu
UMD/Student Conduct	Katie Jackson	218-726-8969	krjackso@d.umn.edu
Human Resources/EOAA University of Minnesota Morris	Sarah Matson	320-589-6021	mattsosi@morris.umn.edu
UMM/Student Conduct	Sandra Olsen Loy	320-589-6013	olsonloy@morris.umn.edu
Human Resources/EOAA University of Minnesota Rochester	Andrea Wilson	507-258-8010	wils1236@umn.edu
Rochester/ Student Conduct	Parry Telander	507-258-8023	tela0009@r.umn.edu
Human Resources/EOAA University of Minnesota Crookston	Les Johnson	218-281-8345	ljumc@crk.umn.edu
UMC/Student Conduct	Peter Phaiah	218-281-8505	phaiah@crk.umn.edu

DEFINITIONS

Member of University Community

Any University of Minnesota faculty member, student, or staff member, or other individual engaged in any University activity or program.

Sexual Harassment

Unwelcome sexual advances, requests for sexual favors, and/or other verbal or physical conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic advancement in any University activity or program; (2) submission to or rejection of such conduct by an individual is used as the basis of employment or academic decisions affecting this individual in any University activity or program; or (3) 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 work or academic environment in any University activity or program.

Retaliation

Any form of intimidation, reprisal or harassment against an individual because the individual has made a report of sexual harassment or has participated in an investigation of sexual harassment by or of a University community member including (1) firing, refusing to hire, or refusing to promote the individual; (2) departing from any customary employment or academic practice regarding the individual; (3) transferring or assigning the individual to a lesser position in terms of wages, hours, job classification, job security, employment or academic status, (4) informing another student, staff, or faculty member who does not have a need to know that the individual has made a complaint or participated in an investigation of a complaint of sexual harassment; and (5) impeding the individual's academic advancement in any University activity or program.

RESPONSIBILITIES

Equal Opportunity and Affirmative Action

Policy oversight and complaint services, consultation regarding allegations and investigation of allegations against employees. Investigation of incidents of sexual harassment by students against students.

Human Resources

Internal inquiry and problem solving, consultation and guidance to supervisors.

Office for Conflict Resolution

Confidential resolution alternatives and formal hearing process.

Student Conduct Offices

Informal resolution process and hearing procedure.

RELATED INFORMATION

- Board of Regents Policy: [Code of Conduct](#)
- Board of Regents Policy: [Sexual Harassment](#)
- Board of Regents Policy: [Student Conduct Code](#)
- Administrative Policy: [Sexual Assault, Relationship Violence and Stalking](#)

HISTORY

Effective:

January 2014 - 1. Specifies reporting options for individuals (employees and students) who believe they are being harassed. 2. Addresses the prohibition of retaliation for reporting harassment or participating in a sexual harassment investigation.

University Policy Program

350-2 McNamara Alumni Center, Minneapolis, MN 55455 - P: 612-624-8081, policy@umn.edu

Have a good faith belief there has been a violation of University policy? Please report concerns to your supervisor, the appropriate University administrator to investigate the matter, or submit a report to [URreport](#).

