

SECTION 804.16

Sexual Harassment.

Federal law provides that it shall be an unlawful discriminatory practice for any employer, because of sex of any person, to discharge without cause, to refuse to hire, or otherwise discriminate against any person with respect to any matter directly or indirectly related to employment or academic standing. Harassment of an employee on the basis of sex violates this Federal law.

Sexual harassment of employees or students at Valdosta State University is prohibited and shall subject the offender to dismissal or other sanctions after compliance with procedural due process requirements. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when:

1. Submission to such conduct is made explicitly or implicitly a term or condition of an individual's employment or academic standing; or
2. Submission to or rejection of such conduct by an individual is used as a basis for employment or academic decisions effecting an individual; or
3. Such conduct unreasonably interferes with an individual's work or academic performance or creates an intimidating, hostile or offensive working or academic environment.
 - a. Sexual Harassment Policy.
Employees who feel they are being subjected to sexually harassing behavior have a grievance mechanism available to them and are encouraged to follow the procedures established to quickly deal with such situations. For more information visit <http://www.valdosta.edu/eopma/>