

**POLICY ON SEXUAL HARASSMENT
CHARLESTON SOUTHERN UNIVERSITY**

I. POLICY STATEMENT:

Charleston Southern University ("the University") is committed to maintaining a Christian environment for work, study, and social activities. To that end, and in accordance with federal and state law the University prohibits any member of the faculty, staff, administration, student body, or visitors to campus, whether they be guests, patrons, independent contractors, or clients, regardless of the sex of the other party, from willfully harassing, or interfering with the activities or legitimate rights of any person in a way that deprives that person of due consideration as an individual.

II. DEFINITIONS

A. Harassment includes, but is not limited to: epithets, slurs or negative stereotyping; threatening, intimidating or hostile acts; denigrating jokes and display or circulation in the workplace of written or graphic material that denigrates or shows hostility or aversion toward an individual or group (including through e-mail).

i. Harassment is verbal or physical conduct that denigrates or shows hostility or aversion toward an individual because of his/her race, color, national origin, age, disability, [alienage or citizenship status, marital status, creed, genetic predisposition or carrier status, sexual orientation] or any other characteristic protected by law that is unwelcome, hostile or intimidating.

B. Sexual harassment includes unwelcome sexual advances, requests for sexual favors and/or other verbal or physical acts of a sexual nature which, because of their severity and/or persistence, interfere significantly with an individual's or a group's work or education, or adversely affect an individual's or a group's living conditions. Sexual harassment may include a range of subtle and not so subtle behaviors and may involve individuals of the same or different gender.

i. Sexual harassment may include but is not limited to quid pro quo (something for something, such as a demand or offer of sexual activity to retain or obtain academic, employment or other benefits), and/or an abusive or hostile environment which interferes with the ability to function as a full participant in your activity.

III. EXAMPLES OF SEXUAL HARASSMENT

A. Examples of sexual harassment may include, but are not limited to the following:

i. Physical Assault.

ii. Direct or implied threats that submission to sexual advances will be a condition of letters of recommendation or participation in an event or activity.

iii. Sexual advances, physical or implied, or direct propositions of a sexual nature. This activity may include inappropriate/unnecessary touching or rubbing against another, sexually suggestive or degrading jokes or comments, remarks of a sexual nature about one's clothing and/or body, preferential treatment in exchange for sexual activity, and the inappropriate display of sexually explicit pictures, text, printed materials, or objects that do not serve an academic purpose.

- iv. A pattern of conduct, which can be subtle in nature, that has sexual overtones and is intended to create or has the effect of creating discomfort and/or humiliate another.
- v. Remarks speculating about a person's sexual activities or sexual history, or remarks about one's own sexual activities or sexual history that do not serve a medical or academic purpose.

IV. OTHER VIOLATIONS OF THE SEXUAL HARASSMENT POLICY

- A. Other violations of this policy may include, but are not limited to the following:
 - i. Retaliation against a person who has made a report or filed a complaint alleging sexual harassment, or participated as a witness in a sexual harassment investigation.
 - ii. Disregarding, failing to investigate adequately, or delaying investigation of allegations of sexual harassment, when responsibility for reporting and/or investigating sexual harassment charges comprise part of one's duties.

V. PROCEDURES

- A. At any time, persons should report any sexual harassment/assault they experience, observe, hear about, or believe may be occurring, to the following people:
 - i. The North Charleston Police Department at 843-308-4718 or 911;
 - ii. The CSU Security department at 843-553-5896; and
 - iii. The CSU administrator for the event or CSU's Affirmative Action Officer at 843-863-7109.

No one should assume an official of Charleston Southern University knows about your situation. The police should always be your first point of communication in any situation.