

## FOR SEXUAL ASSAULT COMPLAINTS CONTACT:

OSU-Oklahoma City Office of Safety and Security  
Business Technology Building, Room 100  
(405) 945-9111

## FOR PSYCHOLOGICAL ASSISTANCE, CONTACT:

CompPsych Employee Assistance Program  
855-850-2397

For a copy of the Oklahoma State University Gender Discrimination/Sexual Harassment Policy & Title IX Grievance Procedure 1-0702 go to:

OSU-Oklahoma City Human Resources Affirmative Action Office  
Administration Building, Room 212

Online:

<http://www.osuokc.edu/download/GDSH-Policy.pdf>

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Oklahoma City

# Gender Discrimination & Sexual Harassment



## UNIVERSITY POLICY

Oklahoma State University-Oklahoma City PROHIBITS gender discrimination in any form, including sexual harassment of students, faculty and staff (OSU-OKC Gender Discrimination/Sexual Harassment Policy & Title IX Grievance Procedure 1-0702). All students, faculty and staff are required to comply with this policy. OSU-Oklahoma City subscribes to an educational and work environment where everyone is treated with respect and dignity and, therefore, condemns insulting, degrading and exploitive treatment of its students and employees. The University strives to maintain a safe, non-discriminatory environment for all members of its campus community.

## THE LAW

Gender discrimination and sexual harassment are prohibited by Title VII of the Civil Rights Act of 1964 as amended, Title IX of the Education Amendments of 1972 and Title 25 of the Oklahoma Statutes.

## I. GENDER DISCRIMINATION DEFINED

Gender discrimination is unequal or disadvantageous treatment of an individual or group of individuals based on gender. Sexual harassment is a form of illegal gender discrimination.

Gender discrimination can be treating an individual differently based upon his/her gender in academic or extracurricular activities, academic programs, discipline, classroom assignment, physical education, grading and/or athletics.

## EXAMPLES OF GENDER DISCRIMINATION

The following types of conduct may constitute gender discrimination:

A professor constantly makes remarks in class that males aren't as smart or dedicated to learning as females.

A department head hires only male computer technicians, because he doesn't think women are as competent.

A male student has been discouraged from applying to the nursing program because it is a traditional "female" field.

## II. SEXUAL HARASSMENT DEFINED

Sexual harassment, as prohibited under federal law, state law and University policy, is defined as unwelcome sexual advances, sexual assaults or requests for sexual favors, and other verbal or physical conduct of a sexual nature. This conduct constitutes sexual harassment when:

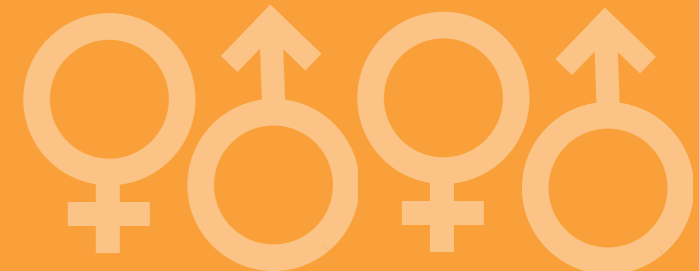
submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic standing, or submission to or rejection of such conduct by an individual is used as the basis for employment decisions or academic decisions affecting such individual, or such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile or offensive educational or work environment.

Sexual harassment can be based on an individual's perception of the events in question. Conduct (verbal and/or physical) based on sex or gender, that is not welcome, can constitute sexual harassment.

If conduct is unwelcome, could be offensive to a reasonable person and, in fact, is offensive to someone complaining about certain physical and/or verbal acts, then the conduct may constitute sexual harassment, even if it was not intended to be offensive.

Sexual harassment can occur between any two individuals. Although sexual harassment typically occurs when one person is in a position of power over another, it can also occur among peers. Sexual harassment can also occur if a supervisor or faculty member grants special favors or opportunities to a person with whom they are having a sexual relationship, but does not grant similarly equal opportunities or advantages to other persons.

Sexual harassment may also occur, in some cases, if employees of contractors or vendors performing services or doing business with the University engage in harassing conduct.



## EXAMPLES OF SEXUAL HARASSMENT

The following types of conduct may constitute sexual harassment:

- Inappropriate touching, patting or pinching
- Displaying sexually demeaning or offensive objects and pictures
- Physical assault or coerced sexual activity
- Sexually suggestive jokes or innuendoes; derogatory, degrading or sexist remarks about a person's body, clothing or sexual activities
- Suggestive of insulting sounds, whistles, catcalls
- Obscene phone calls, email or gestures

## EXAMPLES OF SEXUAL HARASSMENT WITHIN THE WORK AND ACADEMIC ENVIRONMENT

*Sharon's supervisor kept asking her for a date. He said getting to know him better would improve her chances for a promotion. She felt uncomfortable and wished he would stop. She kept refusing him, but he wouldn't take "no" for an answer.*

### What should Sharon do?

She may go to her supervisor's supervisor or appropriate administrator, the director of Human Resources/Affirmative Action, or one of the other individuals listed at the end of this brochure.

*Cindy's professor told her that refusal to have a sexual relationship with him would result in a lower grade in his course.*

### What should Cindy do?

She may go to the department head or division head for which the instructor works, or one of the individuals listed at the end of this brochure.

*Barbara, a student in a student organization, constantly makes derogatory jokes about men's bodies during the weekly meetings. The male students in the organization are embarrassed by her remarks.*

### What should the male students

### in this case do?

They may go to the sponsor/advisor of the student organization, the Student Conduct officer or one of the individual listed at the end of this brochure.

## STALKING

Stalking is a form of harassment and is a criminal offense in the state of Oklahoma according to Title 21 of the Oklahoma Statutes. Stalking occurs when a person willfully, maliciously and repeatedly follows or harasses another person in a manner that would cause a reasonable person to feel frightened, intimidated, threatened, harassed or molested.

## CONSENSUAL RELATIONSHIP

Although OSU-Oklahoma City does not have a policy prohibiting consensual amorous relationships, such relationships, between two individuals in which a power differential exists, may lead to difficulties and future misunderstanding. Particularly when a faculty member and student are in the same academic unit or in units that are academically allied, or when a supervisor and employee are in the same administrative unit, relationships that the parties view as consensual may appear to others to be exploitative. Further, in such situations, the faculty member or supervisor may face serious conflicts of interest and should be careful to distance himself/herself from any decisions that may reward or penalize the student or employee involved.

## RESPONSIBILITIES OF THE PERSON BEING SEXUALLY HARASSED

Say "NO!" Tell the harasser to stop and that the conduct is unwanted and unwelcome. Give the harasser a copy of the Gender Discrimination/Sexual Harassment Policy (Available in the Office of the Vice President for Student Services and/or the Human Resources Office.)

## WHAT SHOULD YOU DO IF YOU EXPERIENCE A SITUATION INVOLVING SEXUAL HARASSMENT?

1. Tell the person to stop the behavior.
2. Promptly report any sexual harassment through the appropriate administrative channels. Students can make a report by calling (405) 945-3378 Faculty and staff can make a report by contacting the OSU-OKC Human Resources Office at (405) 945-3298.

## RESPONSIBILITIES OF PERSON RECEIVING COMPLAINT

- Listen.
- Take the report seriously.
- DON'T tell the student supervisee that they ought to be able to handle it themselves, that they have no sense of humor or they are taking the behavior too seriously. Tell them we are here to help and will report to proper channels
- Know who to refer the person to and encourage the complainant to meet with the designated person.
- Report the incident by calling the OSU-OKC Human Resources Office, (405) 945-3298, or Title IX coordinator, (405) 945-3378.
- A university representative will contact you to take your statement, begin an investigation and provide interim measures if needed.

## CONFIDENTIALITY

Confidentiality shall be maintained to the greatest extent possible within the requirements of conducting reasonable investigations. Only those who have an immediate need to know may find out the identity of the parties.

## RETALIATION

It is illegal to retaliate against anyone who complains about sexual harassment or assists in a sexual harassment complaint. Retaliation, threats or other forms of intimidation against any party involved WILL NOT BE TOLERATED.

## PREVENTING

## SEXUAL HARASSMENT

Each member of the campus community is responsible for preventing sexual harassment and ensuring that the work and academic environments are harassment-free. Become informed about sexual harassment. Evaluate your own behavior to ensure that you are not engaging in sexual harassment.

## ASK YOURSELF

"Was my behavior appropriate?"

"Was my behavior welcomed?"

"Was my behavior offensive?"

## SUGGESTED RESOURCES

Sexual harassment is serious and it is important that you talk with someone about it. You may contact your teacher, your department head or appropriate administrator.

### You may also contact: OSU-Oklahoma City Employees (Faculty and Staff)

Melissa Herren  
OSU-Oklahoma City  
Human Resources Director  
Affirmative Action Officer  
Title IX Coordinator  
Administration Building  
Room 212 (405) 945-3298

Ronda Reece  
OSU-Oklahoma City  
Finance & Operations  
Vice President  
Administration Building  
Room 218  
(405) 945-8631

### OSU-Oklahoma City Student

Kristi Pendleton  
OSU-Oklahoma City  
Student Conduct Officer  
Student Center  
Room 102A  
(405) 945-3778

Brad Williams  
OSU-Oklahoma City  
Student Services  
Vice President  
Student Center  
Room 180  
(405) 945-3204

Dr. Joey Fronheiser OSU-Oklahoma City  
Academic Affairs Vice President  
Administration Building Room 200  
(405) 945-3376