

Harassment and Sexual Harassment Policy
Eastern Oklahoma State College

I. Harassment

Each employee and student is protected in all aspects of his or her employment or educational experience at Eastern against any conduct that denies him or her equal access to employment or education based upon compliance with the Executive Order 11246; Title II of the Education Amendments of 1976; Title VI of the Civil Rights Act of 1964, as amended by the Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; Title IX of the Educational Amendment of 1974, and all other federal, state, school rules, laws, regulations and policies.

Harassment is any conduct, verbal or physical, on- or off-campus, that has the effect of unreasonably interfering with an individual or group's employment or educational performance at Eastern or that creates an intimidating, hostile or offensive work or learning environment. Harassment on the basis of race, creed, color, national origin, gender, age, veteran status, or disability is prohibited. Procedures for filing a complaint are the same procedures used to file sexual harassment complaints.

II. Sexual Harassment

Under the authority of the Civil Rights Act of 1991, PL 102-166, Title VII of the Civil Rights Act of 1964, as amended, and Title IX of the Education Amendments of 1972, the Board of Regents of Eastern Oklahoma State College adopts the following policy concerning sexual harassment.

Eastern Oklahoma State College is committed to providing an environment that emphasizes the dignity and worth of every member of its community and that is free from harassment and discrimination based upon race, color, religion, national origin, creed, service in the uniformed services (as defined in state and federal law), veteran status, sex, age, political ideas, marital or family status, pregnancy, physical or mental disability, genetic information, gender identity, gender expression or sexual orientation. Such an environment is necessary to a healthy learning, working and living atmosphere because discrimination and harassment undermine human dignity and the positive connection among all people at our College. Acts of discrimination, harassment, sexual misconduct, stalking and retaliation will be addressed consistent with this policy.

Consistent with state and federal law, reasonable accommodation will be provided to persons with disabilities. It is important that members of the College community understand that the law does not just prohibit discrimination and harassment of employees by employers. The law also prohibits discrimination and harassment between members of the College community more generally: for example, between an instructor and a student, between two students, or between a student and an applicant or campus guest.

The policy applies in all College programs and activities, including, but not limited to, discrimination in athletics, instruction, grading, college housing and college employment. In

addition, the law prohibits retaliation against an individual for opposing any practices forbidden under this policy, for bringing a complaint of discrimination or harassment, for assisting someone with such a complaint, for attempting to stop such discrimination or harassment, or for participating in any manner in an investigation or resolution of a complaint of discrimination or harassment. It is central to the values of this College that any individual who believes they may have been the target of unlawful discrimination or harassment feel free to report their concerns for appropriate investigation and response, without fear of retaliation or retribution.

This policy shall not be construed or applied to restrict academic freedom at Eastern Oklahoma State College, nor shall it be construed to restrict constitutionally protected expression, even though such expression may be offensive, unpleasant or even hateful.

All complaints or any concerns about conduct that may violate this policy as well as any form of retaliation should be filed with the Lead Title IX Coordinator or the Deputy Title IX Coordinator using the complaint form found at https://eosc.edu/student_br_campus_life/student_complaint_form.aspx. You may be assured that you will not be penalized in any way for reporting a harassment problem.

All complaints of harassment that are reported will be investigated as promptly as possible and corrective action will be taken where warranted. Eastern Oklahoma State College prohibits employees from hindering our own internal investigations and our internal complaint procedure. All complaints of harassment that are reported will be treated with an appropriate level of confidentiality. The need for confidentiality will be determined on a case-by-case basis.

Your notification of the problem is essential to us. We cannot help resolve a harassment problem unless we know about it. Therefore, it is your responsibility to bring those kinds of problems to our attention so that we can take whatever steps are necessary to correct the problem.

Sexual harassment consists of unwelcome sexual advances, requests for sexual favors or unwanted sexual attention by anyone associated with the College, whether male or female. Harassment may include references to employment status or conditions or may serve to create a hostile, intimidating or uncomfortable work environment. Harassment includes, but is not limited to, obscene jokes, lewd comments, sexual depictions and repeated requests for dates, touching, staring or other sexual conduct committed either on or off College premises. Harassment is illegal when it is so frequent or severe that it creates a hostile or offensive work environment or when it results in an adverse employment decision (such as the victim being fired or demoted).

Eastern Oklahoma State College will take measures to periodically educate and train staff members regarding conduct that could constitute a violation of this policy. All personnel are expected to participate in such education and training and to be knowledgeable concerning the College policy. Retaliation against anyone who makes a good-faith complaint or participates in good faith in the complaint process will not be tolerated.

For further clarification of the terms that constitute sexual harassment as described in the Oklahoma State Statutes, please refer to the following link:

http://eosc.edu/student_br_campus_life/know_more_sexual_violence_assault_resources/definitions.aspx.

III. Reporting Sexual Violence

All forms of sexual harassment, including sexual violence, should be reported, no matter the severity. Eastern's primary concern is safety; therefore individuals should not be deterred from reporting even if the use of alcohol or other drugs was involved. Eastern encourages victims of sexual violence to talk to someone about what happened so they can receive support and so the college can respond appropriately. Further information on reporting sexual violence is located on Eastern's website at the following address:

http://eosc.edu/student_br_campus_life/know_more_sexual_violence_assault_resources/reporting_sexual_violence.aspx,