

| | | |
|--|--|--|
|  <p>Category: Human Resources</p> <p>Policy applicable for: Faculty/Staff</p> | <p><i>Policy Title:</i> Sexual Harassment</p> <p>Reviewed Date: 09/24/2024 (minor revision) 03/01/2017</p> | <p><i>Policy Number:</i> 11.03</p> <p>Policy Owner: VP for Equity, Inclusion & Community Impact</p> <p>Responsible Office(s): Office of Equal Opportunity Human Resources Office of the Provost</p> |
|--|--|--|

Background

The University of Cincinnati (the “University”) is committed to ensuring professional and academic environments are free from discrimination, including sexual harassment, in accordance with applicable law.

This Policy applies to visitors, applicants for admission to employment with the university, and employees who allege sexual harassment.

Policy

1. No member of the University community may sexually harass another. Anyone who violates this policy is subject to disciplinary action which may include suspension or termination.
2. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:
 - a) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment or academic success; or
 - b) Submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting such individual; or
 - c) 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 working or study environment.
3. In addition, harassment without an overt sexual component can also violate the law and university policies where it is shown that the harassment is directed at an individual because of the individual’s gender.
4. The University will take immediate steps to investigate and, as appropriate, to resolve complaints.

5. In determining whether alleged conduct constitutes sexual harassment, the University will look at the record as a whole and at the totality of the circumstances, such as the nature of the sexual advances and the context in which the alleged incidents occurred. The determination whether a particular action violates this policy will be made from the facts, on a case-by-case basis. In cases in which a hostile environment is alleged, a determination of a violation requires not only a finding that the victim regarded the environment as hostile but also that such conduct was severe, persistent or pervasive and would be considered hostile by any reasonable person. Offensive conduct that does not rise to the level of harassment, however, may be grounds for discipline under other applicable policies.
6. It is unlawful and against university policy to retaliate against anyone making a complaint of discrimination, including a complaint of sexual harassment, or for participating or cooperating in an investigation of such a complaint.
7. Although this Policy statement relates specifically to sexual harassment, harassment that is directed against a person because of that person's race, color, religion, national origin, sex, sex orientation, disability, status as a veteran, or age is also prohibited by law and by the university's policies. For additional information on discriminatory harassment generally, with particular reference to the university's enforcement policy as it relates to First Amendment issues, see the university's Policy on Discriminatory Harassment (Policy 11-02).
8. Questions about this university policy and requests for information about sexual harassment or the procedure for initiating a complaint of sexual harassment should be directed to the Office of Equal Opportunity by email (eooffice@ucmail.uc.edu) or by phone at 513-556-3349.

Procedure

1. A staff or faculty member who reasonably believes that sexual harassment has occurred should immediately contact his/her supervisor and the Office of Equal Opportunity.
2. The Office of Equal Opportunity shall conduct a thorough investigation.
3. If an allegation is deemed valid, disciplinary action, up to and including termination, may be imposed upon the respondent.