

Policy on Sexual Harassment



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Policy on Sexual Harassment

It shall be the policy of Shippensburg University to prohibit harassment of employees or students on the basis of sex. This policy is related to and is in conformity with the equal employment opportunity policy of the University to recruit, employ, retain and promote employees without regard to sex, handicap, age, race, color, religion, or natural origin. Prompt investigation of allegations will be made on a confidential basis to ascertain the veracity of complaints and appropriate corrective action to be taken.

Shippensburg University affirms its commitment to respect for the individual and to an environment free of prejudicial, discriminatory, or harassment conduct. Sexual harassment is a form of sex discrimination occurring when there is an inappropriate introduction of the deliberate and/or repeated sexual comment or attempted physical contact in the work or learning environment that are unwanted by the recipient. Notably, sexual harassment involves knowledge that a sex-based condition is being imposed in exchange for personal advancement, academic achievement, or any other benefit.



It is important to recognize that the victims of sexual harassment are primarily, but not exclusively, women, and that sexual harassment takes many different forms. Some examples of these are:

- Verbal - sexual innuendo, suggestive comments, insults, sexual propositions, humor/jokes about sex or gender-specific traits
- Non-Verbal - suggestive or insulting sounds, leering, whistling, obscene gestures
- Physical - touching, pinching, brushing the body, coerced sexual intercourse, assault

It is a violation of policy for any member of the University community to engage in sexual harassment, or to take action against an individual for reporting sexual harassment. In keeping with this policy, a concerted effort will be made to protect employees and students from sexual harassment at Shippensburg University.



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