

# Preventing, Recognizing, and Reporting Sexual Harassment at St. Edward's University: What Faculty Members Need To Know

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## Types of Sexual Harassment

### **Quid Pro Quo**

- Is the use of threats or rewards to coerce an employee or student into a sexual relationship
- Need not result in a “tangible action” (hiring, firing, raised or lowered grade, etc.)
- Can include harassment that occurs outside the scope of the job or classroom
- Usually involves a power imbalance (supervisor/employee; teacher/student, etc.)

### **Hostile Environment**

- Involves regular, repeated words, actions, or displays of a sexual nature (jokes, unwelcome touching, emails, screen savers, etc.)
- Includes unwelcome sexual attention or refusing to take “no” for an answer
- Is any sexually-related activity which interferes with a person’s working or learning environment
- Can involve supervisors, co-workers, vendors, tutors, advisors, customers/students, etc.

## What the Law Says:

- It’s a matter of perception, not intent
- Sexual harassment by a member of the same sex is illegal
- Organizations may be held liable for sexual harassment by their employees
- Organizations should:
  - ✓ Have an anti-harassment policy in place
  - ✓ Make sure all employees are aware of the policy
  - ✓ Address all accusations of sexual harassment promptly and effectively

## **SEU Policy**

- See Faculty Manual ([http://www.stedwards.edu/academic/Section\\_II.pdf](http://www.stedwards.edu/academic/Section_II.pdf); Section 2.12.2, page 92)
- Sexual Harassment is not tolerated
- Retaliation and false accusations are not tolerated
- To report sexual harassment:

### **Among students**

Contact the Dean of Students – Lisa Kirkpatrick – 448-8408 – ([lisak@stedwards.edu](mailto:lisak@stedwards.edu))

### **Involving employees (faculty or staff), including student workers or yourself, contact:**

- Haven Street-Allen, Director of Human Resources, 448-8540 ([havens@stedwards.edu](mailto:havens@stedwards.edu));
- Rob Manzer, Vice President of Academic Affairs, 448-8741 ([robm@stedwards.edu](mailto:robm@stedwards.edu)); or
- Sr. Donna Jurick, Executive Vice President & Provost, 448-8412 ([donnaj@stedwards.edu](mailto:donnaj@stedwards.edu)).

## **Do's & Don'ts**

- DO...**Establish appropriate boundaries
- DO...**Keep relationships professional
- DO...**Treat all allegations seriously
- DON'T...**Promise to keep allegations confidential
- DON'T...**Try to handle it yourself
- DO...**Report concerns to appropriate authorities
- DON'T...**Discuss it with anyone else!

**Questions/Concerns: Contact Pat Grigadean – 428-1025 – [patg@stedwards.edu](mailto:patg@stedwards.edu)**

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