

**FOR SEXUAL ASSAULT COMPLAINTS, CONTACT:**

OSU Police  
104 USDA Building  
744-6523

**FOR PSYCHOLOGICAL ASSISTANCE, CONTACT:**

University Counseling Services for Students  
320 Student Union  
744-5472

Employee Assistance Program  
ComPsych  
(855) 850-2397

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

Office of Equal Opportunity  
408 Whitehurst

Online: <http://osu.okstate.edu/>  
Go to Quick Links: Equal Opportunity  
Click: Gender Discrimination/Sexual Harassment Policy & Title IX Grievance Procedure

Oklahoma State University, in compliance with Title VI and VII of the Civil Rights Act of 1964, Executive Order 11246 as amended, and Title IX of the Education Amendments of 1972 (Higher Education Act), the Americans with Disabilities Act of 1990, and other federal and state laws and regulations, does not discriminate on the basis of race, color, national origin, genetic information, sex, age, sexual orientation, gender identity, religion, disability, or status as a veteran, in any of its policies, practices or procedures. This provision includes, but is not limited to admissions, employment, financial aid, and educational services. The Director of Equal Opportunity, 408 Whitehurst, OSU, Stillwater, OK 74078-1035; Phone 405-744-5371; email: [eeo@okstate.edu](mailto:eeo@okstate.edu) has been designated to handle inquiries regarding non-discrimination policies; Director of Equal Opportunity. Any person (student, faculty, or staff) who believes that discriminatory practices have been engaged in based on gender may discuss his or her concerns and file informal or formal complaints of possible violations of Title IX with OSU's Title IX Coordinator 405-744-9154.



**UNIVERSITY POLICY**

Oklahoma State University PROHIBITS gender discrimination in any form, including sexual harassment of students, faculty, and staff (OSU Gender Discrimination/Sexual Harassment Policy & Title IX Grievance Procedure 1-0702). All students, faculty, and staff are required to comply with this policy. OSU 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 academia 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 faculty hiring only male graduate assistants
- A professor giving higher grades to female students
- A coach only allowing males to play during an intramural game

**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,
- 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 innuendos; derogatory, degrading, or sexist remarks about a person's body, clothing, or sexual activities
- Suggestive or insulting sounds, whistles, catcalls
- Obscene phone calls, e-mail, 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 department head, dean, or appropriate administrator or Title IX Officer for assistance.

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

What should Cindy do? She may go to the Head of the Department for which the faculty member works, the faculty member's Dean, or Title IX Officer.

*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 their advisor of the student organization, the Office of Student Conduct, or Title IX Officer.

## WHAT IS:

### Sex Discrimination

- Sex discrimination includes all forms of sexual harassment, including verbal and non verbal sexual harassment and gender violence by employees, students or third parties against employees, students or third parties.
- Sex discrimination also includes unequal pay based on gender, discrimination on the basis of pregnancy, unequal distribution of athletic funds, and unequal admissions and financial aid practices.

### Gender Violence

- The term "gender violence" reflects the idea that violence often serves to maintain structural gender inequalities, and includes all types of gender-based violence. This type of violence in some way influences or is influenced by gender relations.
- Gender violence includes rape, sexual assault, dating violence, domestic violence, sexual harassment and stalking.

### Rape

- Is a nonconsensual intercourse that involves the threat of force, violence, immediate and unlawful bodily injury, or threat of future retaliation and duress.

### Sexual Assault

- Is broader in definition than rape. Any nonconsensual act may be considered sexual assault.

### Effective Consent

To engage in mutually consensual relationship effective consent by both parties is required and consists of:

- Being Informed;
- Freely and actively given;
- Mutually understandable words or actions; and
- Indicate a willingness to participate in mutually agreed upon sexual activity.

### Sexual Harassment

- Unwelcome conduct of a sexual nature. Includes verbal and non-verbal behaviors and actions.

### Dating Violence

- A patterned of abusive behaviors used to exert power and control over a partner. This violence can be physical, sexual, emotional, spiritual, economic, or psychological.

### Domestic Violence

- Crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim.

### Stalking

- A pattern of behavior that makes you feel afraid, nervous, harassed, or in danger. A person may repeatedly contact you, follow you, send you things, talk to you when you don't want them to, or threaten you.

## RESPONSIBILITIES OF PERSON RECEIVING COMPLAINT

1. Listen.
2. Take the report seriously.
3. 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.
4. Know whom to refer the person to and encourage the complainant to meet with the designated person.
5. Report to Title IX Officer.

## 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 it welcomed?"  
"Was it offensive?"

## SUGGESTED RESOURCES

Sexual harassment is serious and it is important that you talk with someone about it. You may contact your Department Head, Dean, Director of Equal Opportunity, Human Resources, or the Title IX Officer.

Also you can visit the 1is2many website for more info:

[1is2many.okstate.edu](http://1is2many.okstate.edu)

## YOU MAY ALSO CONTACT

**Employees**  
(faculty and staff):

Office of  
Institutional Diversity  
408 Whitehurst  
744-9154

**Students**

Office of  
Student Conduct  
328 Student Union  
744-5470

