

## Sexual Harassment

Sexual harassment is the unwelcome sexual advances, repeated request for dates or personal information after being advised not to continue such behavior, requests for sexual favors and other unwelcome verbal or physical conduct of a sexual nature of one person to another.

The following are some behaviors (physical and verbal) which may constitute sexual harassment:

- Sexual jokes, innuendoes, gestures.
- Unsolicited and unwelcome flirtations, advances or propositions, however subtle.
- Graphic or degrading comments about a person's appearance, dress or body.
- Whistling, cat calls, leering.
- Terms of address such as honey, chick, hunk, dear.
- Regularly offering unwanted personal gifts such as flowers, candy, etc.
- Display of sexually suggestive objects or pictures
- Sexual or intrusive questions about an individual's personal life.
- Explicit descriptions of the harasser's own sexual experiences.
- Pressure (however subtle) for sexual activity.
- Any unnecessary, unwanted physical contact such as touching, rubbing, hugging.
- Physical or sexual assault.

Sexual harassment is demeaning and degrading. It affects an individual's self-esteem and can have a negative impact on performance at work or in class. It can make an individual feel angry, powerless or fearful.

All types of sexual harassment toward any individuals are prohibited by Lee University, including same-sex harassment. This policy also extends to individuals identifying as lesbian, gay or bisexual or who are transgender. The fact that someone did not intend to sexually harass an individual is generally not considered a defense to a complaint regarding sexual harassment. In most cases, it is the effect and characteristics of the behavior that determine if the behavior is sexual harassment or not.

Harassment is not permitted regardless of the working relationship or supervisory status. Students subjected to harassment should promptly contact the Vice President for Student Development. A confidential investigation of any complaint will be undertaken immediately and violators will be subject to immediate and severe disciplinary measures including suspension or expulsion.