

Sexual Harassment Policy

Sexual harassment is unacceptable behavior at Forman Christian College (A Chartered University) and such behavior will be subject to disciplinary action. Harassment refers to behaviors that are intended to be offensive, threatening or disturbing to the recipient. To harass is to persistently annoy, attack, or bother someone.

Sexual harassment is defined as any unwelcome sexual advance, request for sexual favors, or other verbal or physical conduct of a sexual nature that is offensive, embarrassing, intimidating or humiliating. This includes:

- Instances when the harassment has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive environment
- Instances when submission to the harassment is made either explicitly or implicitly a term or condition of fair treatment

Specific examples include, but are not limited to:

- Touching in an inappropriate way
- Staring or leering
- Requests for sex
- Subtle pressure for sexual activity or sexual innuendoes
- Display of sexually explicit pictures
- Repeated references to various parts of the body at inappropriate times
- Requests for dates when the other person has made it clear that she or he is not interested
- Hooting, whistles, or other suggestive noises or gestures
- Suggestive comments or jokes
- Insults, name-calling or taunts based on a person's gender
- Derogatory graffiti referring to a person's character or making sexual implications
- Sexually explicit emails, text messages, etc
- Spreading rumors about another person's sexual behavior
- Intrusive questions about a person's private life or body
- Any romantic or sexual behavior that you would consider to be inappropriate if directed at a member of your family

Sexual harassment does not refer to compliments or other behaviors that are considered to be socially appropriate.

There should be no relationships of a romantic or sexual nature between any faculty or staff member and a student. There is no exception to this. A student should not attempt to initiate such a relationship for any reason. There should be no attempt by a student to gain better grades or access to exams or assignments by encouraging or offering such relationships. Any pursuit of such relationships by a faculty or staff member should be immediately reported to the counselor or the Chief Student Affairs Officer.

All faculty and staff members are required to report instances of harassment if they are aware of any. Any faculty or staff member encouraging a student not to report such instances will be subject to disciplinary action.