

University of Toledo

Graduate Student Orientation

Sexual Harassment

Diane Docis

Sexual Assault Education and Prevention Program

530.3431

1810 Rocket Hall, University Counseling Center

Let's turn UT into a **violence-free zone**

UTURN

[UT United for Respect & Nonviolence]



THE UNIVERSITY OF
TOLEDO
1872

The Lucas County
DELTA
Project



The UT commitment

The University is committed to maintaining an environment that is free from sexual harassment and other forms of harassment to enable all employees and students to perform to their highest level of potential.

What is sexual harassment?

Unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature, when:

- Submission to such conduct is made either implicitly or explicitly a term or condition of an individual's employment, or status in a class, educational program, or activity;
- Submission/rejections is used as the basis for employment or educational decision.

Conduct has the *purpose* or *effect* of:

- interfering with the individual's work or educational performance;
 - of creating an intimidating, hostile, or offensive working, and/or learning environment; or
 - of interfering with one's ability to participate in or benefit from a class or an educational program or activity.
- 

Behaviors That May Constitute Sexual Harassment

- Verbal
 - Non-verbal
 - Visual
 - Physical
- 

Impact of Sexual Harassment

- Emotional/Physical
- Education/Career



University Response

- The University will investigate allegations of harassment. If an allegation of sexual harassment is substantiated, appropriate corrective action will follow and steps will be taken to ensure the sexual harassment is stopped immediately.
- Corrective measures may include but are not limited to reprimand, suspension, or dismissal and/or expulsion from the university.

Know your responsibilities Know your rights

UT Policy: Sexual harassment and other forms of harassment

www.utoledo.edu/policies/administration/diversity/index.html

www.utoledo.edu/policies

If it happens to you

- Don't blame yourself.
- Seek support.
- Keep a record of incidents.
- Keep copies of related emails, notes, or other items.

Reporting options

- Educate yourself about the reporting process (see policy).
- Talk to SAEPP advocate for confidential information about your options.
- File a complaint as soon as possible after the harassing conduct occurs.
- May file a complaint with:
 - Office of Institutional Diversity
 - Department of Human Resources
 - Office of Faculty Relations
 - Dean of Students
 - UT Police
 - ANONYMOUS OPTION: EthicsPoint
 - › 1-888-416-1308
 - › www.ethicspoint.com

It's up to all of us

- Speak up if you see potentially harassing behavior and identify the behavior as inappropriate. Don't ignore or minimize offensive behavior.
 - Offer support to the person targeted.
 - Let them know you see what is happening and that they have options.
 - Share the policy with them.
 - Don't engage in victim-blaming.
- 

Sexual Assault Education & Prevention Program

- **Advocacy Services**
- **Prevention through Education**
- **Speakers for classes and groups**

Creating a campus where everyone is safe to learn and work

Let's turn UT into a **violence-free zone**

UTURN

[UT United for Respect & Nonviolence]



Diane Docis

Sexual Assault Education and Prevention Program

530.3431

1810 Rocket Hall, University Counseling Center