

## **Union College**

### **International Programs – Sexual and Other Forms of Unlawful Harassment Policy**

The Union College administration, faculty, staff, and students are responsible for assuring that the College maintains an environment for work and study free from sexual harassment and other forms of unlawful harassment. Sexual harassment is unlawful and all unlawful harassment impedes the realization of the College's mission of distinction in education, scholarship, and service. Sexual **harassment** and other forms of unlawful harassment violate the dignity of individuals and will not be tolerated. The College community seeks to eliminate sexual harassment and other forms of unlawful harassment through education and by encouraging faculty, staff, and students to report concerns or complaints. Prompt corrective measures will be taken to stop sexual harassment and other forms of unlawful harassment if they occur.

This Policy applies to faculty members, administrators at all levels, College and general staff members and students enrolled at or employed at Union College. The policy applies to the total educational environment of Union College including academic, research, extracurricular, or any other program activity.

No member of the Union College community may unlawfully harass another. Any faculty member, staff member, or student found in violation of this policy will be subject to disciplinary action. Retaliation for filing a complaint against unlawful harassment is prohibited.

College administrators will make every reasonable effort to conduct all proceedings in a manner which will protect the confidentiality of all parties.

Sexual harassment is any unwelcome sexual advance, request for sexual favor, reference to gender or sexual orientation, or other physical or verbal conduct of a sexual nature even under the guise of humor when:

- Submitting to or rejecting of such conduct is used either explicitly or implicitly as a basis for any decision affecting terms or conditions of an individual's employment, participation in program or activity, or status in an academic course; or
- An individual's submission to or rejection of such conduct is used as a basis for academic or employment decisions affecting that individual; or
- Such conduct has the effect or purpose of unreasonably interfering with an individual's academic or work performance of creating an intimidating, hostile, or offensive employment or educational environment.

**Any complaint about alleged sexual harassment or other type of unlawful harassment should be immediately referred to the on-site faculty or director and the Dean of Students, Steve Leavitt, at [leavitts@union.edu](mailto:leavitts@union.edu) or Trish Williams at [williamt@union.edu](mailto:williamt@union.edu).**

I have read the College's Sexual Harassment and Harassment on the Basis of Race, Disability, Age, Religion, Gender, Ethnicity, Gender Identity or Expression, or Sexual Orientation found in the [Student Handbook](#).