PURPOSE

It is the policy of LSMSA to maintain an academic and work environment free of sexual harassment for students, faculty, and staff. Sexual harassment is contrary to the standards of the LSMSA community and is prohibited. It diminishes individual dignity and impedes educational opportunities and equal access to freedom of academic inquiry. For many years, LSMSA has stressed that sexual harassment is not tolerated at LSMSA. Sexual harassment in any context is reprehensible and is a matter of particular concern to our academic community in which students, faculty, and staff must rely on strong bonds of intellectual trust and dependence. All members of the LSMSA family, including faculty, students, and residential and support staff, share in the duty to eliminate sexual harassment in whatever form and wherever it exists.

DEFINITIONS

1. Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other conduct of a sexual nature when:
   a. submission is explicitly or implicitly a condition of employment, education, or participation in any program or event at LSMSA; or
   b. submission is a basis for decisions affecting employment, education, grade, or status at LSMSA; or
   c. such conduct to a reasonable harassed person has the purpose or effect of interfering with an individual's residential, academic, professional, or work performance; or
   d. such conduct to a reasonable harassed person has the purpose or effect of creating an intimidating, hostile, or offensive employment, educational, or residential environment.

2. Sexual harassment can take the form of oral, written, or electronic communication (e.g., comments, propositions, sexual jokes, innuendoes, insults, or threats), non-verbal communication (e.g., suggestive sounds or gestures), or physical actions (e.g., touching, rubbing, leering, fondling, or coerced sexual relationships).

3. Sexual harassment may occur between faculty and staff members, between students, or between faculty or staff members and students. Sexual harassment may occur between persons of the opposite or the same sex. Sexual harassment may occur between persons of the same or dissimilar positions of power or authority. In any event, all sexual harassment is reprehensible and subject to disciplinary measures.

4. A necessary element of sexual harassment is intent. If a person through inadvertent words or actions of a sexual nature intended to be limited by this policy discomfits another, after being advised that these words or actions are offensive, continuing the objectionable behavior; he or she may be found guilty of sexual harassment. Inadvertence must be judged by the standards of a reasonable person in the same or similar circumstances, and nothing in this section shall be construed as requiring prior notice on the part of the complainant of sexual harassment before a grievance can be filed.

For complete information about the Grievance Procedures, contact the Coordinator of Human Resources.