

## SEXUAL HARASSMENT POLICY

Harassment on the basis of sex is a violation of Title VII of the Civil Rights Act of 1964 as amended. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or student status;
  2. Submission to or rejection of such conduct by an individual is used as the basis for employment or program status decisions affecting such individual; or
  3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work or learning environment.
- (Excerpt from U.S. Equal Opportunity Commission)

Any student who feels that they have been subjected to sexual harassment by a fellow student or faculty member should fill out an incident report form as objectively as possible and submit it to the director of the particular course, Educational Programs Coordinator or the NHSHP Director or a member of NHSHP Council. A meeting will be held with the student writing the report to discuss the matter. **Sexual harassment allegations will be taken with the utmost of seriousness, fully investigated and this behavior will not be tolerated.**