

## **Sexual Harassment**

It is the policy of the OSU College of Forestry that sexual harassment is unacceptable conduct. It is a violation of Oregon State University's policies, it can lead to illegal discrimination, and it is personally degrading. Sexual harassment violates the basic right of each of us to work, study, or participate in an atmosphere of personal dignity, mutual respect and freedom from abuse of any type.

Sexual harassment is unwelcome sexual behavior that constitutes misuse of power or that creates an intimidating, hostile, or offensive environment. Preventing sexual harassment involves being aware of behaviors that may be perceived as unwelcome or harassing.

A supervisor, faculty member, or staff employee may not use coercive sexual behavior or innuendo to control, influence, or affect the career, salary, job assignments, or working environment of another employee.

A co-worker may not participate in deliberate, repeated comments, gestures, or physical contacts of a sexual nature that are unwelcome and interfere with the job performance or working environment of others.

It is not the intent of OSU to interfere with the social interaction or relationships freely entered into by employees. However, any behavior by employees that is reported as unwelcome harassment will be acted upon. The university has both informal and formal procedures that allow for a thorough review of allegations of harassment and that emphasize acting immediately to resolve complaints that are received. Evidence that sexual harassment has occurred may be grounds for disciplinary action ranging from verbal reprimand to termination of employment.

Your active involvement in preventing inappropriate behavior is essential to our efforts to assure that sexual harassment does not occur in the OSU College of Forestry.