

## SEXUAL HARASSMENT PREVENTION POLICY STATEMENT

The University of Hartford affirms its commitment to ensuring an environment for all employees and students which is fair, humane and respectful – an environment that supports and rewards employee and student performance on the basis of relevant considerations such as ability and effort. Behaviors which inappropriately insert sex or sexuality into the workplace or educational environment, which treat persons differently based on gender or sexuality or which otherwise create hostile or unwelcoming conditions relating to gender, sex or sexuality, are damaging to this environment. Such behaviors are prohibited by federal and state law and violate our policy.

Harassment on the basis of sex is a violation of Section 703 of Title VII of the Civil Rights Act of 1964 as well as State of Connecticut law. Unwelcome sexual advances, requests for sexual favors and other verbal, nonverbal or physical conduct of a sexual nature constitute sexual harassment when (a) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (b) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (c) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

The University of Hartford applies the same protection to students in the academic learning environment. The Office for Civil Rights, U.S. Department of Education's memorandum, "Title IX and Sexual Harassment Complaints," defines sexual harassment as follows: "Sexual harassment consists of verbal, nonverbal or physical conduct of a sexual nature, imposed on the basis of sex by an employee or agent of a recipient that denies, limits, provides different or conditions the provision of aid, benefits, services or treatment protected under Title IX." Questions regarding Title IX can be directed to Rayna Dyton-White, the University's Title IX Coordinator, at 860.768.4281 or [dytonwhit@hartford.edu](mailto:dytonwhit@hartford.edu) (located in GSU 307) or to the Office of Civil Rights, U.S. Department of Education, Boston, MA 02109.

The University of Hartford deplors such conduct as an abuse of authority, and thus it is an official University policy that sexual harassment on or by either employees, students or others will not be tolerated. The University accepts that sexual harassment, like any civil rights violation, generates a harmful atmosphere. The University will act positively to investigate alleged harassment, and to affect a remedy when an allegation is determined to have validity. Retaliatory action of any kind taken by an employee of the University against another employee or student of the institution as a result of that person's seeking redress under University procedures or participating in any proceedings under University procedures is prohibited by law as well as by University policy.

**Complaints about sexual harassment by employees should be registered with the Office of Human Resources Development. Complaints about sexual harassment by students should be registered with the Office of the Vice President for Student Affairs.** Additional contacts include the Regional Director, Office for Civil Rights, U.S. Department of Education, 550 12th Street, SW, Washington, DC 20202-1100 regarding the University's compliance with regulations implementing Title VI, Title IX and Section 504. The Connecticut Commission on Human Rights and Opportunities (CCHRO), 999 Asylum Avenue, 2nd Floor, Hartford, CT 06105 can also be contacted. Filing with the latter must be done within 180 days of the date when the alleged sexual harassment occurred.



Lisa Belanger-Buoniconti

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Executive Director

Human Resources Development