ARTICLE 31
SEXUAL HARASSMENT

A. 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 instruction, employment, or participation in other University activity;

2. submission to or rejection of such conduct by an individual is used as a basis for evaluation in making academic or personnel decisions affecting an individual; or,

3. such conduct could reasonably be assumed to have the purpose or effect of interfering with an individual's performance or creating an intimidating, hostile, or offensive working environment.

B. SEXUAL HARASSMENT COMPLAINTS BY NSF IN THE UNIT:

1. may be processed in accordance with Article 32 - Grievance Procedure;

2. may be processed in accordance with the pre-grievance complaint resolution process of the sexual harassment complaint resolution procedures in effect at the time at the location of the NSF. (For informational purposes only, see Appendix D for identification of the current campus Complaint Resolution Officer(s) and information regarding access to the current campus procedure.) If the sexual harassment complaint is not resolved through the local pre-grievance complaint resolution process, the complaint may be taken to Step 3 of Article 32 - Grievance Procedure.

C. Disciplinary action taken against an NSF resulting from a sexual harassment complaint will be considered to be for misconduct and will be taken in conformance with the procedures set forth in Article 30 - Discipline and Dismissal.