

## College Policy Statement

The College is committed to maintaining a learning and working environment that is free of unwelcomed conduct of a sexual nature which adversely affects a student's learning environment or an employee's working environment.

Harassment on the basis of sex is a form of discrimination and is a violation of Title VII of the 1964 Civil Rights Act and Title IX of the Educational Amendments of 1972. It is also a violation of New York State law, SUNY policy, and Cortland College policy. Sexual harassment may be either subtle or overt.

## Sexual Harassment Categories

### **Seductive Behavior**

Unwanted, inappropriate and offensive physical or verbal sexual advances.

### **Sexual Bribery**

Solicitation of sexual activity or other sex-linked behavior by promise of reward or benefit of some kind.

### **Sexual Coercion**

Coercion of sexual activity or other sex-linked behavior by threat of punishment.

## What is Sexual Harassment?

### **Sexual Harassment in the employment setting**

**is defined as:** unwelcomed sexual advances, requests for sexual favors or verbal or physical conduct of a sexual nature when any of the following occurs:

- Submission to such conduct is made a term or condition of an individual's continued employment, promotion, or other condition of employment.
- Submission to or rejection of such conduct is used as a basis for employment decisions affecting an employee or job applicant.
- Such conduct is intended to interfere or results in interference, with an employee's work performance or creates an intimidating, hostile or offensive work environment.

### **Sexual Harassment in the educational setting**

**is defined as:** unwelcomed conduct of a sexual nature. Sexual harassment can include unwelcomed sexual advances, requests for sexual favors and other verbal, nonverbal or physical conduct of a sexual nature. Sexual harassment of a student denies or limits, on the basis of sex, the student's ability to participate in or to receive benefits, services or opportunities in the educational institution's program.

## What You Can Do

### **Reporting the Offense**

If you think you've been harassed, tell someone. It is beneficial to you and to SUNY Cortland for you to report incidents of sexual harassment. The college has trained people who will listen sympathetically.

You may contact the Affirmative Action Officer at (607) 753-2302, your supervisor, the Counseling Center, your residence hall director or the University Police Department. For a detailed listing of persons who can assist you, visit the Affirmative Action Sexual Harassment Prevention web site located at [www.cortland.edu/hr/sexualharassment.html](http://www.cortland.edu/hr/sexualharassment.html)

Student to student sexual harassment is handled by the Judicial Affairs Office under the student judicial system policies. You may contact the Judicial Affairs Office at 753-4725.

### **Dealing with the Problem on Your Own**

- Talk to the offending person honestly and directly, stating that the behavior is offensive and that you want it to stop.
- Keep a record of when and where offenses occur, and write down exactly what happened.
- Talk to friends or others you trust.
- Share your story; get support.

## Filing a Complaint

### Your Rights

- You control the process of the sexual harassment complaint to the extent possible by law and college policy.
- Upon initial consultation with the Affirmative Action Officer, your options will be explained.
- To the extent practicable, confidentiality will be protected.
- The institution will take appropriate action if retaliation is threatened.
- You are entitled to have someone go through the process with you to provide you with support.

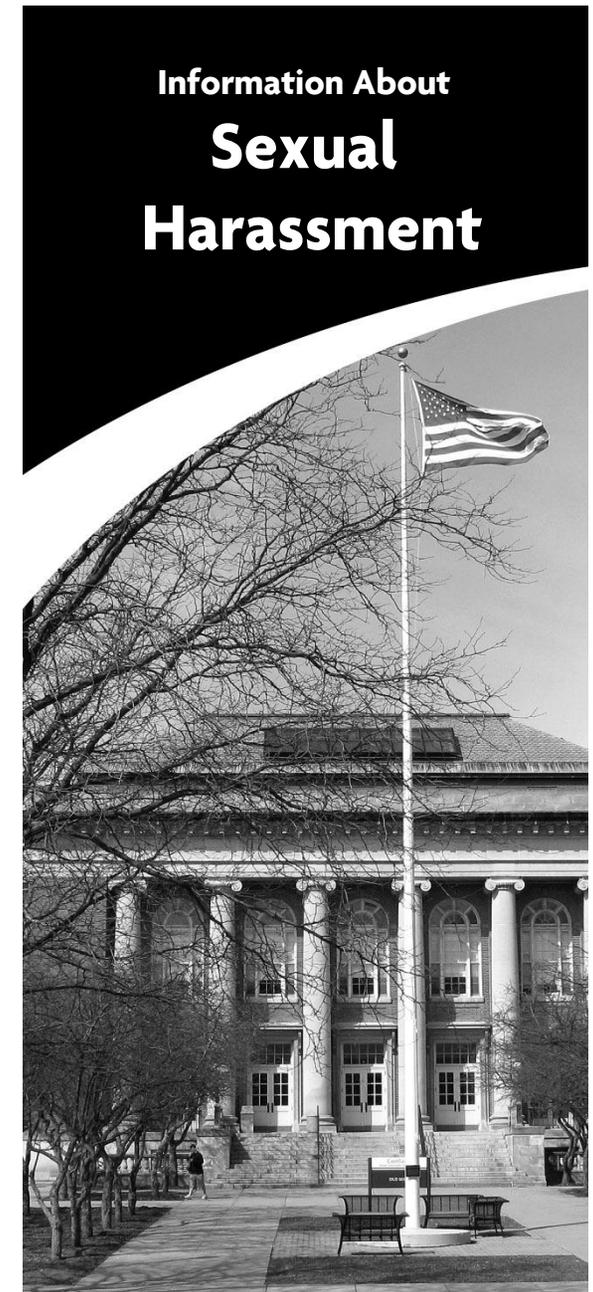
**Remember: nothing can happen to the harasser unless you make a complaint.**



### Contact Us

Affirmative Action Office  
SUNY Cortland  
Miller Building, Room 301  
P.O. Box 2000  
Cortland NY 13045  
(607) 753-2302  
[hr@cortland.edu](mailto:hr@cortland.edu)  
[www.cortland.edu/hr](http://www.cortland.edu/hr)

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