Sexual harassment is unwelcome sexual attention that is a form of illegal sexual discrimination under federal and state law. It is usually repeated behavior, but could be a serious incident. Sexual harassment may be blatant, as in:

- deliberate touching,
- pinching, caressing,
- attempts to fondle or kiss,
- pressure for dates or sex,
- requests for sex in exchange for grades or promotions.

Or sexual harassment may be more subtle—like staring, sexual jokes, or teasing, sexually offensive work or educational environment. Verbal expression that is relevant to course subject matter is not regarded as sexual harassment. However, classroom language which is hostile and derogatory and which is directed at an individual because of his or her sex may constitute sexual harassment and may violate University policy.

Sexual harassment includes verbal conduct that has the purpose or effect of unreasonably interfering with an individual’s work or academic performance or creating an intimidating, hostile, or offensive work or educational environment. Verbal expression that is relevant to course subject matter is not regarded as sexual harassment. However, classroom language which is hostile and derogatory and which is directed at an individual because of his or her sex may constitute sexual harassment and may violate University policy.

Academic freedom requires an environment in which no person is exploited or coerced. Sexual harassment hampers academic freedom. The University's policies and procedures for dealing with sexual harassment are an integral part of upholding both academic freedom and equal opportunity. The University's policies and procedures for dealing with sexual harassment are also intended to ensure that all members of the University community are treated with respect and dignity.

### The University's Policy

#### What Is Sexual Harassment?

Sexual harassment is unwelcome sexual attention that is a form of illegal sexual discrimination under federal and state law. It is usually repeated behavior, but could be a serious incident. Sexual harassment may be blatant, as in:

- deliberate touching,
- pinching, caressing,
- attempts to fondle or kiss,
- pressure for dates or sex,
- requests for sex in exchange for grades or promotions.

Or sexual harassment may be more subtle—like staring, sexual jokes, or teasing, sexually offensive work or educational environment. Verbal expression that is relevant to course subject matter is not regarded as sexual harassment. However, classroom language which is hostile and derogatory and which is directed at an individual because of his or her sex may constitute sexual harassment and may violate University policy.

#### How Does Academic Freedom Relate to Sexual Harassment?

Sexual harassment includes verbal conduct that has the purpose or effect of unreasonably interfering with an individual’s work or academic performance or creating an intimidating, hostile, or offensive work or educational environment. Verbal expression that is relevant to course subject matter is not regarded as sexual harassment. However, classroom language which is hostile and derogatory and which is directed at an individual because of his or her sex may constitute sexual harassment and may violate University policy.

Academic freedom requires an environment in which no person is exploited or coerced. Sexual harassment hampers academic freedom. The University's policies and procedures for dealing with sexual harassment are an integral part of upholding both academic freedom and equal opportunity. The University's policies and procedures for dealing with sexual harassment are also intended to ensure that all members of the University community are treated with respect and dignity.

### Non-Discrimination Notice

In complying with the letter and spirit of applicable laws and in pursuing its own goals of diversity, the University of Maine System shall not discriminate on the grounds of race, color, religion, sex, sexual orientation including transgender status or gender expression, national origin or citizenship status, age, disability, or veterans status in employment, education, and other areas of the University. The University provides reasonable accommodations to qualified individuals with disabilities upon request. Questions and complaints about discrimination in any area of the University should be directed to the campus Equal Opportunity Director.

OHR, 2008

This brochure is available in alternate format upon request.

### STOP HARASSMENT

Do you think you've been harassed? Have you been accused? What kinds of behaviors are considered sexual harassment?

Sexual Harassment in the University of Maine System is NO LAUGHING MATTER.
What About “Consenting” Relationships?

University policy strongly discourages consensual romantic or sexual relationships between members of the University community when one person has power or authority over the other. The trust and respect that students have for faculty and other staff can make it difficult for them to respect sexual advances. Because faculty and staff have the power to give or withhold rewards such as praise, grades, and recommendations, this further limits the extent to which a sexual relationship between a faculty or staff member and a student can be considered truly consensual. There are similar problems with an apparently consensual relationship between supervisor and employee. Even if a subordinate student or employee does not feel pressured to consent to a sexual relationship, this does not mean that the person welcomes the relationship. Moreover, someone else may claim that the participant in a consenting relationship received preferential treatment and may file a complaint of sexual discrimination against the faculty member or supervisor.

Some students—such as RA's and peer tutors—may also be in a position of apparent authority over other students and should be alert to the risks of consenting relationships.

Sexual relationships that may result in complaints of sexual harassment or sexual favoritism and that create a conflict of interest include, for example, those between:

- A faculty member and student who is enrolled in the faculty member’s course, who is enrolled in a program for which a course taught by the faculty member is a prerequisite, who is a member of the faculty member's immediate family, or whose academic work is supervised by the faculty member;
- A faculty or staff member and student if the faculty or staff member is in a position to evaluate or otherwise influence the student, such as a peer recommender, advisor, or assistant, or in a legal relationship (such as divorce or remarriage) with the student; or
- A faculty or staff person with whom you feel most comfortable, such as a peer recommender, advisor, or assistant, or in a legal relationship (such as divorce or remarriage) with the student.

What Can You Do About Sexual Harassment?

Don’t ignore others’ warnings about particular people or group. As a supervisor, you may have noticed someone acting inappropriately toward another student. In addition to the individuals listed here, you may talk with any faculty member, administrator, staff person with whom you feel most comfortable, including your supervisor, the harasser’s supervisor, or your resident assistant. If you need personal help in dealing with the effects of sexual harassment, contact the campus counseling center (students) or employee assistance program (employees).

If you have questions or concerns about sexual harassment contact:

The University of Maine
Karen Kemble
Director of Equal Opportunity
North Stevens Hall
581-1226

University of Maine at Augusta
Sheri R. Stevens
Vice President for Administration
Farmhouse
621-3130

University of Maine at Farmington
Valerie Hueneber
EEO/AA Director
Merrill Hall
778-7258

University of Maine at Presque Isle
Barbara DeVaitey
EEO/AA Director
South Hall
768-9750

University of Southern Maine
Kathleen Roberts
EEO/AA Director
732 Larrabee St.
Portland
786-5094
TTY: 866-783-6461

University of Maine System Office
Sally Dobres
Executive Director of Diversity
16 Central Street
Bangor
973-3372

U.S. Equal Opportunity Commission, Office of Civil Rights
www.maine.edu/eocp.html.

Where Can You Go For Help?

When in doubt don’t or say it!

If you think that you are being sexually harassed, or if you have information about sexual harassment, seek help – the sooner the better. Report sexual harassment to your supervisor or Equal Opportunity Officer, or to the Student Conduct Officer if the alleged harasser is a student. In addition to the individuals listed here, you may talk with any faculty member, administrator, staff person with whom you feel most comfortable, including your supervisor, the harasser’s supervisor, or your resident assistant. If you need personal help in dealing with the effects of sexual harassment, contact the campus counseling center (students) or employee assistance program (employees).

University of Maine at Augusta
Kathleen Dexter
Dean of Students
Robinson Hall
621-3135

University of Maine at Farmington
Celeste Brannah
Vice Pres. for Student and Community Services
Merrill Hall
778-708

University of Maine at Fort Kent
Scott Vibert
Director of Student Services
Cyr Hall
834-7513

University of Maine at Machias
Roberta Moore
Director of Student Life
Memorial Union
768-9560

University of Maine at Presque Isle
Jim Stepp
Director of Residence Life
Emerson Annex
768-9560

University of Southern Maine
Stephen Nelson
Assistant to the Vice Pres. for Community Standards
Upton Hall
780-5247
TTY: 866-783-6461

University of Maine System Office
Kathleen Dexter
Dean of Students
Robinson Hall
621-3135