Sexual harassment includes verbal conduct if it is unwelcome and either 

- sexual assault
- stalking
- deliberate touching, pinching, caressing,
- attempts to fondle,
- for dealing with sexual harassment promote an academic environment in which all participants feel free to express their opinions.

Sexual harassment hampers academic freedom. The University’s policies and procedures for handling inquiries regarding non-discrimination policies: Equal Opportunity Director or Director of Equity & Diversity, University of Maine System, 16 Central Street, Bangor, Maine (4401), 1-207-571-3731,TTY 711 Maine Telecommunications Relay Service (MERS).

Non-Discrimination Notice

The University of Maine System does not discriminate on the
genre, race, religion, sex, sexual orientation including transgender status and gender expression, national origin, citizenship status, age, disability, genetic information, or veteran status in employment, education, and all other programs and activities. The following persons have been designated to handle inquiries regarding non-discrimination policies: Equal Opportunity Director or Director of Equity & Diversity, University of Maine System, 16 Central Street, Bangor, Maine (4401), TTY 711 Main Telecommunications Relay Service (MERS).

Have you been
ACCUSED?

Do you think you’ve been
HASRED?

Sexual Harassment in the University of Maine System is

STOP HARASSMENT

HARASSED

WHAT IS SEXUAL HARASSMENT?

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

- sexual assault
- stalking
- deliberate touching, pinching, caressing,
- attempts to fondle,
- pressure for dates or sex,
- sexual jokes, or teasing, sexually explicit e-mail with links to sexually graphic websites.

Or sexual harassment may be more subtle – like staring, sexual jokes, or teasing, sexually explicit e-mail with links to sexually graphic websites.

Non-Discrimination Notice

The University of Maine System does not discriminate on the
genre, race, religion, sex, sexual orientation including

- sexual assault
- stalking
- deliberate touching, pinching, caressing,
- attempts to fondle,
- 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 demeaning remarks.

Although such forms of harassment may be unintentional, persistent or severe sexual behavior and words are harassing if the conduct unreasonably interferes with an individual’s work or academic performance or creates an intimidating, hostile, or offensive working or educational environment.

When the harassing conduct is not sexual, but is based on someone’s gender, it can also contribute to creating a hostile environment.

Sexual harassment usually occurs in situations where one person has power over another, but it can also occur between equals. Both men and women can be sexually harassed, though women are most often victimized. Sexual harassment can also occur between members of the same sex.
Sexual harassment can also occur between equals. Both men and women may be the victim or the perpetrator. Sexual harassment may occur when one person has power over another, but it can also occur between neighbors, co-workers, or classmates. It can occur anywhere, even in private situations where there is no power differential, such as in intimate relationships. Sexual harassment can be offensive, intimidating, or humiliating. It can interfere with an individual's work or academic performance or create an intimidating, hostile, or offensive work or educational environment.

Non-Discrimination Notice

The University of Maine System does not discriminate on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity, age, physical or mental disability, veteran status, or any other characteristic protected by federal or state law. This policy is currently under review.

Academics?

Do you think you been?

What Do Sexual Freedom

What Is The University's Policy?

The University of Maine System is committed to providing a positive education and work environment for all students and staff. Sexual harassment, whether intentional or not, undermines the quality of this climate and is against the law. The University has a legal and ethical responsibility to ensure that all students and employees can learn and work in an environment free of sexual harassment. The Board of Trustees has adopted this policy regarding sexual harassment.

Sexual harassment of either employees or students is a violation of federal and state laws. It is the policy of the University of Maine System that no member of the University System community may sexually harass another. In accordance with its policy of complying with non-discrimination laws, the University System will regard freedom from sexual harassment as an individual employee and student right which will be safeguarded as a matter of policy. Any employee or student will be subject to disciplinary action for violation of this policy.

In conformance with this policy, the University of Maine System will ensure fair and impartial investigations that will protect the rights of the person(s) filing sexual harassment complaints, the person(s) complained against, and the institution or unit. Retaliation against anyone who makes a complaint of sexual harassment or who is involved in a complaint process will not be tolerated.

Consenting relationships may constitute sexual harassment under this policy. When a professional power differential exists between members of the University of Maine System and a romantic or sexual relationship develops, there is potential for abuse of that power, even in relationships of apparent mutual consent. Faculty and staff members are strongly advised not to engage in such relationships. Further, the University System prohibits the abuse of power in romantic or sexual relationships.

To assure that power is not abused and to maintain an environment free of sexual harassment, a faculty or staff member must eliminate any current or potential conflict of interest by removing himself or herself from decisions affecting the other person in the relationship. Decisions affecting the other person include grading, evaluating, supervising, or otherwise influencing that person’s education, employment, housing, or participation in athletics or any other University System activity.

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 as a term or condition of an individual’s employment or education;
2. submission to or rejection of such conduct by an individual is used as the basis for academic or employment decisions affecting the individual;
3. such conduct interferes with an individual’s academic or work performance or creates an intimidating, hostile, or offensive environment, educational or living environment.

This policy is currently under review.

How Does Academic Freedom Relate to Sexual Harassment?

People who are subjected to sexual harassment often feel powerless to stop the situation. Especially in this culture, where “no” is often heard as “yes,” verbal refusals are frequently ineffective. People may also fear retaliation if they say “no.”

People who experience sexual harassment often blame themselves. Others may also blame them for the problem, thus holding the harasser responsible for the behavior.

All effects are harmful. Sexual harassment is not funny; it is degrading and upsetting. It is not “just the way things are.” People who feel harassed have dropped courses, changed majors, avoided advisors, even quit jobs or school.

Sexual Harassment

What Kinds Of Behaviors May Lead To Complaints?

Not all of the following examples are severe or pervasive enough to be sexual harassment, but all of them involve problematic or questionable behavior that may lead to complaints.

● Rachael’s major requires an internship with a community agency. Her supervisor at the agency has been sending her sexually explicit e-mails with links to sexually graphic web sites. Rachael is nervous about continuing her weekly meetings with him.

● At June’s work-study job, her supervisor repeatedly makes jokes with sexual overtones. He promises a promotion if she will work after hours in his apartment on a “special” project.

● In one of Karen’s classes, the professor frequently makes derogatory comments and jokes about women that have sexual overtones. Karen finds them so insulting that she is thinking of moving to a different hall.

● Robert is an older student with a 3.9 GPA. The graduate assistant teaching his lab-section asked him to go out with her several times. Robert said no and made excuses. Now his papers are getting lower grades. He is sure that it is in retaliation for his refusal.

● For some time. Vicki has listened sympathetically when her boss talks about his bad marriage. Now he wants her to listen over drinks after work. Vicki is uncomfortable and her boyfriend is jealous.

● Philip is a student who openly supports gay and lesbian rights. He was pushed to the ground by a group of other students while two students made blatant sexual gestures.

● Norma is in a tenure track position. She begins dating John, a tenured professor in the department. After several months, Norma realizes that John is interested in a more serious relationship than she is. But she is worried about breaking off their relationship because John sits on the peer review committee that will consider her reappointment.

A resident in Mary’s hall has been “coming on” to her, though she tries to ignore his behavior, it is getting worse. He starts at her, comments on her clothing and plays with her hair. Late last night he came to her door loudly asking to sleep with her, and wrote obscenities on her memo board when she refused. Mary’s friends are saying, “Watch out for him.”

What Are The Effects Of Sexual Harassment?
The University has an Equal Opportunity Complaint Procedure to deal fairly with complaints and complaints about discrimination or harassment. Any stu-
dent or employee who feels that he or she has experienced sexual harassment or sexual assault, or sexual conduct or other conduct of inci-
dent, should contact his or her supervisor, the campus Equal Opportunity Officer (if the alleged harasser is an employee), or Student Judicial Officer (if the alleged harasser is a student) as soon as possible after the incident. Any supervisor who becomes aware of a problem must promptly contact the Equal Opportunity Officer or Student Conduct Officer. If the Equal Opportunity Officer or Student Conduct Officer has a substantial conflict of interest regarding either the complainant or the person accused, an alternate may be requested.

Complaints are handled as confidentially as possible to protect the rights of both the complainant and the person accused. Retaliation against anyone who makes a com-
plaint or participates in a complaint process is not tolerat-
ed. The complaint procedures have been designed so as to provide the maximum privacy and an opportunity for the ear-
liest possible resolution.

If the complainant chooses or if a problem cannot be resolved informally, the complainant may request a formal investigation. When the person accused of sexual harass-
ment is an employee, an Equal Opportunity Complaint is filed with an investigator external to the campus. The investiga-
tion under the Equal Opportunity Complaint Procedure.

When the person accused is an employee or a student and a formal complaint is filed, the Student Conduct Officer conducts the investigation according to the proce-
dure in the Student Conduct Code.

When the person accused is an employee or a person from outside the University, the Investigations Coordinator conducts the investigation. The coordinator then decides whether the complaint has been substantiated and what corrective action will be taken. When charges of sexual harassment are proved, severe discipline may result, up to and including termination for an employee or dismissal for a student.

The Equal Opportunity Complaint Procedure is available online at http://www.maine.edu/about-the-system/system-
ofice/human-resources/equal-opportunity-complaint-proce-
dure/ and in the Equal Opportunity Office.

All members of the University community are encouraged to use this procedure. Sexual harassment complaints may also be filed with the Maine Human Rights Commission, State House Station 51, Augusta ME 04333, (207) 624-6290 or with the U.S. Department of Education for Civil Rights, 5 Post Office Square, Boston, MA 02109, (617) 289-0111. Employees may choose instead to file a grievance.

Remember, the University’s goal is to prevent or, when necessary, STOP sexual harassment on campus. There are many resources directed toward these goals. The first step is yours ...

What About “Consenting” Relationships?

It is never easy to report sexual assault or sexual harassment. It is the right thing to do. All of us have responsibility for contributing to a safe campus and for forwarding information about allegations of sexual harassment and sexual assault. When alleg-
ations like these arise, all University employees and volunteers should report what they witnessed or heard to the Equal Opportunity Officer or Student Conduct Officer.

The University policy strongly encourages reporting consensual or non-consensual sexual and romantic relationships between members of the University community. The purpose is to determine if the person has power or authority over the other. The trust and respect that stu-
dents have for faculty and other staff can make it difficult for them to freely report sexual advances. Because faculty and staff have the power to give or withhold rewards such as praise, grades, and recommendations, this further adds to the extent to which sexual relationships between faculty and staff can be consid-
ered truly consensual. There are some problems with reporting consensual or non-consensual sexual and romantic relationships. If the faculty or staff member is in a position of apparent authority over another student and that person also be in a position of apparent authority over other stu-
dents and should be alert to the risks of consenting rela-
tionships.

Sexual relationships that may result in complaints of sexual harassment or sexual fascination 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 pro-
gram for which the faculty member is responsible, or who is a research assistant, the faculty mem-
ber is a requirement, who is an advisor of the faculty member or who is completing academic work is supervised by the faculty member.

- A faculty or staff member or student if the faculty or staff member is in a position to evaluate or otherwise influence the student’s education, employment, housing, or participation in athletics or other University activity (staff members include, for exam-
ple, graduate assistants, administrators, coaches, advisors, program directors, counselors, health centers, staff, and residential life staff);

- An employee and that person’s supervisor; a depart-
mont chair and a faculty member in the same depart-
ment; an administrator and a faculty or staff member in a department under the administrator’s direction;

- An untutored faculty member and a tenured faculty member who participates in peer recommendations about the untutored person.

If a faculty or staff member becomes sexually or romantically involved with a subordinate student or employee due to the faculty member or staff member retaining him or herself from any decisions affecting the other per-
son as soon as practicable. This is necessary to avoid a conflict of interest and the potential for sexual harass-
ment or sexual fascination. The faculty or staff member should speak with his or her supervisor about appropri-
ate ways to transfer such responsibilities.

Who Must Report Sexual Harassment?

To report harassment by a student, contact the Title IX Coordinator:

The University of Maine
Elizabeth Lavois
Deputy Title IX Coordinator
Office of Student Affairs and Violence Prevention
Maine Campus Centers 315 581-1406
University of Maine at Farmington
Debra snapped
Coordinator of Community Standards & Mediation
Randall Student Center 621-3226
University of Maine at Farmington
Kimberly Page
Director of Human Resources and Finance
Merrill Hall 778-7280
University of Maine at Farmington
Laura Rodas
Assistant Dean of Student Life and Development
Cyr Hall 834-8782
University of Maine at Machias
Melvin D. Adams III
Director of Admissions
Powers Hall 255-1220
University of Maine at Machias
Joy Taylor
Director of Admissions
Powers Hall 255-1305
University of Maine at Presque Isle
Joy Taylor
Director of Admissions
Powers Hall 255-9730
University of Maine at Southern Maine
Joy Taylor
Coordinator of Community Standards & Mediation
Randall Student Center 621-3226