

University of Detroit Mercy Sexual Harassment Prevention Policy

It is the policy of the University of Detroit Mercy to maintain an educational and working environment that stresses the dignity of all individuals. Sexual harassment, therefore, will not be tolerated at the University in any context, by any of its student

- Such conduct that is so severe, persistent, or pervasive that a reasonable person would find that it alters the terms or conditions of a person's employment or educational experience, or unreasonably interferes with an individual's employment, educational, living environment of participation in a University activity, thus creating an intimidating, hostile, or offensive environment.

BEHAVIORS THAT MAY CONSTITUTE SEXUAL HARASSMENT

The following behaviors may constitute sexual harassment. The examples are provided as mere illustrations of conduct that may, combined with other factors, rise to the level of sexual harassment. Conduct alleged to be sexual harassment will be evaluated by considering the totality of the circumstances, including but not limited to, the nature, frequency, duration, intensity and location of the questioned behavior. Even an isolated incident, if serious, can be sufficient.

Discriminatory behavior that does not include conduct of a sexual nature is not covered by this Sexual Harassment Policy. However, other forms of impermissible and/or illegal discriminatory conduct are addressed by other University policies prohibiting discrimination. In the event an individual alleges there has been discriminatory action in addition to unwelcome conduct of a sexual nature the University will assess the matter under the policy prohibiting the type of discrimination alleged in addition to under this Sexual Harassment Policy and/or any other applicable University policy.

A. Unwanted Sexual Statements

- Unwanted sexual statements can be made in person, in writing, electronically and otherwise. The following is an illustrative, not exhaustive, list of examples of unwanted sexual statements: Sexual slurs, sexual innuendos, and other comments about a person's clothing, body, and/or sexual activities;
- Unwelcome distribution of written or graphic materials that are offensive and of a sexual nature (including distribution via electronic means);
- Explicit comments of a sexual nature about weight, body shape, size, or figure;
- "Staged whispers" or mimicking of an explicit sexual nature about the way a person walks, talks, sits, etc.
- Repeated unsolicited propositions for dates and/or sexual intercourse.
- Displaying or distributing sexually explicit drawings, pictures or written material.

B. Unwanted Physical Advances

- Unwelcome touching that is inappropriate in the workplace or classroom such as:

B. With Students

Romantic and/or sexual relationships between faculty and student, even mutually consenting ones, are a basic violation of professional ethics and responsibility when the

complaints and to seek assistance within the University. Individuals also have the right to pursue a legal remedy for sexual harassment in addition to or instead of proceeding under this policy.

C. Confidential Counseling

Information about or assistance with sexual harassment issues may be obtained from a variety of University resources. Prior to or concurrent with lodging a sexual harassment complaint, individuals may find it helpful to consult with a counselor or otherwise seek assistance. The following offices provide advice and support to individuals who believe they are experiencing sexual harassment. All information shared with these offices will remain confidential to the extent permitted by law and University policy. Discussions with representatives of these offices will not be considered a report to the University regarding the problematic behavior and will not, without additional action by the complainant, result in intervention or corrective action.

Psychology Clinic (Faculty, Staff)

(313) 578-0570

[Psychology Clinic](#)

University Employee Assistance Program (Faculty, Staff)

(800) 538-3543

[University Employee Assistant Program](#)

Personal Counseling (Students Only)

(313) 993-1459

[Personal Counseling](#)

Student Health Center (Students Only)

(313) 993-1185

[Student Health Center](#)

D. Other University Resources

The following University Offices can also provide information regarding this policy:

Women's and Gender Studies (Faculty, Staff, Students)

[Women's and Gender Studies](#) (313 993-3387)

University Ministry (Faculty, Staff, Students)

[University Ministry](#)

(313) 993-1560

Human Resources Department (Faculty, Staff)
(313) 993-1036
[Human Resources](#)

Academic Affairs (Faculty Only) [Academic Affairs](#) (313) 993-1585

Residence Life (Students Only) [Residence Life](#) (313) 993-1230

International Services Office (Students Only) [International Services Office](#) (313) 993-1205

Dean of Students (Students Only) [Dean of Students](#) (313) 993-1028

E. Procedures for Reporting and Responding to Reports of Sexual Harassment

1. Filing Reports of Sexual Harassment

All members of the University community may complain to the University about alleged sexual harassing behavior by contacting an appropriate University official, including the Provost and Vice President for Academic Affairs, Dean of Academic Colleges and Schools, a Director or Department Head, the Dean of Students, the Associate Vice President of the Human Resources Department, the leadership of the UDMPU, and the Department of Public Safety.

If you are a student that believes you have been subject of sexual harassment contact the Dean of Students at 313-993-1028.

If you are a staff member that believes you have been the subject of sexual harassment, contact the Associate Vice President for Human Resources at 313-993-

Prompt reporting will enable the University to investigate the facts, determine the issues, and provide an appropriate remedy or disciplinary action. However, the University shall respond to reports of sexual harassment to the greatest extent possible, taking into account the amount of time that has passed since the alleged conduct occurred.

2. Investigations Generally

harassment and their resolution. The Human Resources Department will monitor repeated complaints within the same unit or against the same individual, where identified, to assure that such complaints are appropriately handled.

I. Retaliation

No person, including parties and witnesses, exercising his or her rights and/or responsibilities under the Sexual Harassment Policy and Procedures shall be subject to retaliation or threat of retaliation in any form. Retaliation shall be defined to include, but not be limited to, those actions directed against an individual on the basis of or in reaction to the exercise of rights accorded and/or defined by this policy which affect a person's employment, advancement, scholarship, performance, habitation, and/or property. A finding of retaliation or a threat of retaliation shall constitute a separate violation of this policy, subject to separate or consolidated disciplinary procedures, and is not dependent upon a finding of a violation of any other section of the