Sexual Harassment at Monmouth College

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Introduction

- MC’s policy
- How to report harassment
- Problem areas
- Other alternative policies
Harassment at MC

- Monmouth College stance.
- Harassment may range from remarks to violent assault.
Harassment in detail

- Verbal behavior
- Non-verbal behavior
- Assault
Sexual Harassment Defined

- “Unwelcome communication or conduct of a sexual nature.”
  - Sexual advances
  - Request for sexual favors
  - Lewd, obscene, or sexually suggestive remarks
Definition cont.d

- Explicit or Implicit
- Basis for academics
- Interference with employment or education
- 2 types of Sexual harassment in education
Quid Pro Quo

- Must perform sex act for school function.
- When student believes sex act will determine grade.

http://www.ed.gov
Hostile Environment

- So severe affects student’s educational experience.
- Be created by: employee, student, or visitor.
Report of Incident

- Several steps need to be taken.
- If suspected:
  - Office of Student Affairs, 457-2345.
  - Security, 0.
- Also: Hall Director, Head Resident, and Resident Assistant.
Contacts

- Dean of Students (457-2113)
- Dean of the Faculty (457-2325)
- Director of Personnel (457-2122)
- Campus Security (457-2345 after 4:30 p.m.)
Contacts Contd.

- Cheryl Meeker 457-2364 or 734-4609
- Rev. Dr. B. Kathleen Fannin 457-2380 or 734-5061
- Stacy Lotz 457-2359 or 342-0695
Privacy and Investigation

- Investigation
- No retaliation allowed.
Employee Grievance

- Included in respective employment manual.
- Explains how employees may respond to harassment against them.
Anti-Harassment Training

- Students, faculty and staff will be provided anti-harassment & nondiscrimination.
- Written materials, films, presentations, workshops, counseling or combination.
- In some cases training provided in first few days of enrollment/employment.
Training Contd.

- Periodic training annually.
- Specific administrative offices.
- College reserves right to require training to faculty, staff & students.

http://department.monm.edu/stuserv/student-handbook/harassment.htm
Additional training materials

- http://www.brightlinecompliance.com
- http://www.emtrain.com/
- http://www.aclu.org/lgbt/youth/
- http://hatefreezone.org