SEXUAL HARASSMENT IS UNLAWFUL

Harassment on the basis of sex is a direct violation of Title VII of the Civil Rights Act of 1964 as amended by interim guidelines 1604.11, Sexual Harassment, established by the Equal Employment Opportunity Commission. The guidelines state that such "unwelcomed behavior may be either physical or verbal in nature. Unwelcomed sexual advances, request for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when (1) submission of such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (2) submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment."

POLICY

Sexual harassment of SUNY College of Agriculture and Technology at Cobleskill employees or of students which imposes requirement of sexual cooperation as a condition of employment or academic advancement is inimical and will not be tolerated in this academic community.

Whenever knowledge is received that a sex-based condition is being imposed, prompt and remedial action to investigate the allegation will be taken.

PROCEDURE

Initial complaints should be referred to the Affirmative Action Officer as soon as possible. SUNY College of Agriculture and Technology faculty, staff and/or students may file a formal grievance in writing with the Affirmative Action Office within forty-five (45) calendar days of the alleged discriminatory act.

Questions relative to this campus policy and procedure should be referred to the Affirmative Action Officer.