



Sexual Harassment

Understanding what it is and your responsibilities



Office of Equity, Diversity, and Inclusion
Bluefield State College



Our Commitment!

At Bluefield State College, we are committed to the creation and advancement of a campus community which promotes a respectful, civil, and safe environment for students, staff, and visitors.

This presentation is designed to provide to you basic information on the topic of *Sexual Harassment* and the steps to report.

It is expected that all members of the Bluefield State College community exercise reasonable care to prevent and promptly correct harassing behavior.



What is Sexual Harassment?



- Sexual harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:
 - A person's job, pay, or career is placed at risk;
 - An employee's employment or career is placed in jeopardy;
 - Unwanted behaviors interfere with an employee's performance;
 - Unwanted behaviors create an intimidating, hostile, or offensive work environment.

The federal law prohibiting sex discrimination in educational institutions is Title IX of the Educational Amendments Act of 1972 (amending the Higher Education Act of 1965). This act is codified as Title 20, United States Code, Chapter 38, Sections 1681-1686. The act was also amended by the Civil Rights Restoration Act of 1987 ("Title IX").



What Does Sexual Harassment Look Like?



- Unwelcomed touching and other physical contact;
- Inappropriate relationships between students and faculty/staff;
- Inappropriate non-verbal gestures;
- Conditions placed upon a person's career or terms of employment in return for sexual favors;
- Promises of career advancement, promotions, and other benefits, should the victim give-in to the sexual advances;
- Stalking someone physically, via phone, or online;
- Communications of a sexual nature.



What You Should Ask Yourself?



You do not have to tolerate unwelcome behavior but are encouraged to act responsibly when experiencing unwelcome conduct. Below are questions to consider:

- How many times did the incidents occur?
- How long has the harassment been going on?
- How many others have been sexually harassed?
- Who were witnesses to the harassment?





What NOT To Do!

- **Don't** think it will stop all by itself – **Silence** is often taken as permission.
- **Don't** be a *by-stander!* If this is happening to any member of the BSC community...**ACT!** Every person in authority has a duty to keep the workplace free from offensive and harassing behavior.

A 2008 telephone poll by Louis Harris and Associates on 782 U.S. workers revealed:

- * 31% of the female workers reported they had been harassed at work
- * 7% of the male workers reported they had been harassed at work
- * 62% of targets took no action
- * 100% of women reported the harasser was a man
- * 59% of men reported the harasser was a woman
- * 41% of men reported the harasser was another man





What You Should Do!

- **Inform** the harasser know that his/her conduct is unwanted and unwelcome.
- **Go** to the appropriate supervisor, upper management, or Title IX coordinator to explain the circumstances. Be sure to take with you documented dates, times, and specific occurrences if you have them.
- **Report** the incident to the Title IX Coordinator/Office of Equity, Diversity, and Inclusion.

It is the policy of the Bluefield State College Board of Governors that the work and educational environment will be free from all forms of sexual harassment of any employee, applicant for employment or student. Sexual harassment in any manner or form is expressly prohibited. It is the responsibility of Bluefield State College to provide educational opportunities to create this environment and to take immediate and appropriate corrective action when sexual harassment is reported or becomes known. Supervisors at every level are of primary importance in the implementation and enforcement of this rule.

(Policy 3, Sec. 2.1 - 2015)





Resources

- BSC Health Clinic 304-327-4170
- BSC Public Safety 304-327-4180
- Bluefield Regional Medical Center 304-327-1100
- Princeton Community Hospital 304-487-7000
- Rape, Abuse, and Incest National Network 800-656-HOPE (4673)
- WV Foundation for Rape Information & Services 304-366-9500
- WV Human Rights Commission 888-676-6546
- Office of Civil Rights 215-656-8541
- US Equal Employment Commission (Employees) 866-408-8075
- The Not Alone Website (www.notalone.us) provides a greater array of resources to survivors of sexual assault, as well as a collection of previously hard-to-find data and documents.



The Office of Equity, Diversity, and Inclusion is committed to and advances the mission and vision of Bluefield State College and is a champion of its Core Values of *Excellence, Community, Diversity, and Growth*.

This office works in collaboration with campus and community partners in fostering a robust educational environment, supporting critical thinking, an understanding of diverse views and values, the encouragement of free inquiry, and welcomes experiences designed to expand the scope and experiences of students and community members.

We are committed to building an educational experience where the understanding of self and others are a valued part of campus life.

Contact:

Dr. Guy A. Sims

Office of Equity, Diversity, and Inclusion

Conley Hall, Room 212

304-327-4503

oedi@bluefieldstate.edu

