

SEXUAL HARASSMENT FACT SHEET

Sexual Harassment is...

- ...against the law and against UTSA Policy
- ... unwelcome sexual behavior in the workplace
- ...verbal or physical conduct that creates an intimidating, hostile, offensive environment or interferes with someone's job or studies (Hostile Environment)
- ...when submission to sexual pressure is made a condition of employment or student status (Quid Pro Quo)

Some examples include...

- Touching, patting, hugging, brushing up against someone
- Comments, questions, jokes of a sexual nature
- Unwanted pressuring for dates and other social activities
- Displaying or distributing printed materials of a sexual nature (posters, photos, emails, fax, screen savers, etc.)

Impact, not intent, is the primary factor in cases of sexual harassment. "I didn't mean anything by it" or "I was just joking" is not a legitimate defense for unwanted sexual behavior at work.

Sexual Misconduct

Sexual Misconduct is prohibited by UTSA policy. Sexual Misconduct includes unwelcome sexual advances that do not rise to the level of sexual harassment but are unprofessional and inappropriate for the workplace or classroom.

Consensual Relationship Policy

It is UTSA policy to prohibit romantic or sexual relationships between a faculty member and a student enrolled in the faculty member's course or who is under the supervision of the faculty member, and between a supervisor and a person under his or her supervision.

UTSA Handbook of Operating Procedures (HOP 9.1) provides detailed information.
<http://www.utsa.edu/hop/chapter9/9-1.cfm>

Training classes for preventing sexual harassment at UTSA are offered each semester. For information contact UTSA Training & Development (210) 458-4658.