

Sexual Harassment

1. **Definition.** Sexual harassment is a form of sex discrimination, prohibited by Title VII of the Civil Rights Act of 1964, Title IX of the 1972 Education Amendments, and Kansas state laws. Sexual harassment can occur between persons without regard to gender, age, appearance, sexual orientation, or professional status and may arise from either supervisory actions or co-worker interactions. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when:
 - a. submission to such conduct or activity is made either explicitly or implicitly a term or condition of an individual's employment or academic progress;
 - b. submission to or rejection of such conduct or activity is used as the basis for employment or evaluation;
 - c. such conduct or activity interferes with an individual's employment or educational advancement; or
 - d. such conduct or activity creates an intimidating, hostile or offensive environment.

2. **Sexual Harassment Policy Statement.** The University of Kansas Medical Center is committed to providing a positive learning and working environment for its faculty, staff, residents and students. Sexual harassment in any form is not tolerated. Anyone who violates this policy will be subject to a range of sanctions, including written reprimand, termination or expulsion. When the University becomes aware of sexual harassment allegations, it is bound by state and federal law to investigate those allegations, stop the harassment if it is found to exist, and take all necessary action to prevent sexual harassment from recurring.