

Other Resources :

Foundation for Individual Rights in Education

www.thefire.org

Association of Title IX Administrators

www.atixa.org

NABITA

www.nabita.org

American Association of University Professors

www.aaup.org/AAUP/issues/harass/resources.htm

NCHERM

www.ncherm.org

U.S. Department of Education

www.ed.gov

U.S. Department of Health & Human Services

www.hhs.gov/ocr

Women's Institute for Incorporation Therapy

www.wiit.com

For Emergency Assistant on Campus Contact :

ASUMH Security
Maintenance Complex
(870) 508 - 6300

Alternative Reporting Options :

Rosalyn Blagg
Vice Chancellor for Student Affairs
rblagg@asumh.edu
(870) 508 - 6128
Office R320



ASUMH

Facts and Figures

AAUW Educational Foundation research on sexual harassment, *Drawing the Line*, shows that...

62% of female college students and **61%** of male college students report having been sexually harassed at their university.

66% of college students know someone personally who was harassed.

10% or less of student sexual harassment victims attempt to report their experiences to a university employee.

35% or more of college students who experience sexual harassment do not tell anyone about their experiences.

80% of students who experienced sexual harassment report being harassed by another student or former student.

39% of students who experienced sexual harassment say the incident or incidents occurred in the dorm.

51% of male college students admit to sexually harassing someone in college, with **22%** admitting to harassing someone often or occasionally.

31% of female college students admit to harassing someone in college.



GENDER DISCRIMINATION AND SEXUAL HARASSMENT



University Policy :

Arkansas State University is committed to providing an educational and work environment for its students, faculty, and staff that is free from sexual discrimination including sexual harassment, sexual assault, and sexual violence. No form of sexual discrimination will be tolerated.

Sexual Harassment is defined as unwelcome gender-based verbal or physical conduct that is severe, persistent or pervasive and occurs when:

- Submission to, or toleration of, such conduct is made a term or condition of instruction, employment, or participation in other university activities;
- Submission to, or rejection of, such conduct is used as a basis for employment or education decisions affecting the individual; or
- Such conduct has the effect of unreasonably interfering with an individual's education or employment performance or creating an intimidating, hostile, or offensive university environment.



Responsibilities of the Person Being Sexually Harassed :

Say "NO"! Tell the harasser to stop and that the conduct is unwanted and unwelcome. Give the harasser a copy of the Gender Discrimination/Sexual Harassment Policy. Record or document all incidents. Record the dates, times, and places. Keep detailed notes of what happened and names of any witnesses. If harassment continues report it. **DO NOT IGNORE IT!** Promptly report any sexual harassment through the appropriate administrative channels.

Sexual harassment is serious, and it is important that you talk with someone about it. Gender discrimination and/or sexual harassment should be reported to the Title IX Coordinator or Deputy Coordinator.

Mason Campbell

Title IX Coordinator
mccampbell@asumh.edu
(870) 508 - 6168
Office R312

Melissa Klinger

Title IX Deputy Coordinator
melissak@asumh.edu
(870) 508 - 6200
Vada Sheid CDC

Possible Examples of Gender Discrimination :

- Stalking
- Seductive Behavior
- Sexual Bribery, Coercion or Imposition
- Dating & Relationship Violence
- Bullying & Cyber-Bullying
- Hostile Classroom Environment
- Hate Crimes
- Unwelcome Contact

For a copy of the ASU University System policy go to :

http://asumh.edu/current_students/title-ix.dot

Reporting forms are available on the ASUMH Student Services and Human Resource webpages. All grievance procedures are outlined in the ASU System Staff Handbook. This document is available on both astate.edu and asumh.edu.

Keep in mind :

Always remember that harassment can be verbal and/or physical, can be from the opposite or same sex, and is based on perception. Even conduct that is not intended to be offensive could be considered sexual harassment. Impact is an important factor when considering harassment. If the conduct could be considered offensive to a "reasonable person" it might constitute harassment.

Confidentiality is upheld to the highest possible degree. The institution will take all reasonable steps to respond to a complaint while keeping as much information confidential as possible.

Following the discrimination complaint and/or investigation, absolutely no retaliation is permitted, regardless of the outcome of the investigation. The accused must, in no way, treat the one who filed the complaint differently than anyone else. Again, all information will be held in strict confidence.

