

Sexual Harassment Policy Statement

It shall be the policy of Shippensburg University to prohibit harassment of employees or students on the basis of sex. This policy is related to and is in conformity with the equal employment opportunity policy of the University to recruit, employ, retain and promote employees without regard to sex, disability, age, race, color, religion, or national origin. Prompt investigation of allegations will be made on a confidential basis to ascertain the veracity of complaints and appropriate corrective action will be taken under the Grievance Procedures contained herein.

Shippensburg University affirms its commitment to respect for the individual and to an environment free of prejudicial, discriminatory, or harassment conduct. Sexual harassment is a form of sex discrimination occurring when there is deliberate or repeated use of sexual comments, attempted physical contact, or actual physical contact in the workplace or academic environment that creates a hostile environment for the recipient. Notably, sexual harassment involves knowledge that a sex-based condition is being imposed in exchange for personal advancement, academic achievement, or any other benefit.

For purposes of this policy, unsolicited sexual advances, requests for sexual favors, verbal comments, gestures, or physical contact of a sexual nature which are unwelcome constitute sexual harassment when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic standing.
2. Submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting such individual, or
3. Such conduct has the effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive work or academic environment.

It is a violation of policy for any member of the University community to engage in sexual harassment, or to take action against an individual for reporting sexual harassment. In keeping with this policy, a concerted effort will be made to protect employees and students from sexual harassment at Shippensburg University.

Anthony F. Ceddia, President
Shippensburg University
Shippensburg, Pennsylvania
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