

Sexual Harassment

Jacksonville University is committed to creating and maintaining an educational and employment environment free of objectionable or disrespectful behavior or communication that interferes with the activities or performance of a student or employee, or creates a hostile, intimidating, or threatening environment. The University prohibits sexual harassment, which is defined by the Equal Employment Opportunity Commission as:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

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

A copy of the complete Jacksonville University Policy and Procedures regarding sexual harassment is online. Any member of the faculty, staff, administration or student body who believes he or she has been subjected to unlawful discrimination, as defined in the sexual harassment policy, may initiate informal and formal actions for complaint resolution.

Students should contact the Dean of Students or any counselor at the Student Counseling Center to discuss a sexual harassment issue or to initiate actions for complaint resolution.