

THE
LeMoyne-Owen
 COLLEGE

LEADERSHIP. OPPORTUNITY. CHANGE.

SUBJECT: Sexual and Other Unlawful Harassment	Effective Date: 07-01-11	Policy Number: 00-1-007
	Supersedes: Policy: Date:	Page 1 Of 2
	Responsible Authority: Dean of Students	

I. Purpose and statement of operational policy underlying the procedure.

No person shall engage in unwelcome sexual advances, requests for sexual favors and/or other physical conduct, and expressive behavior of a sexual nature where submission to such conduct is made explicitly, or implicitly, a term or condition of an individual's employment or education. Also, where submission to or rejection of such conduct by an individual is used as a basis for academic or employment decisions affecting that individual is prohibited; instances where such conduct has the purpose of substantially interfering with an individual's academic or professional performance or creating an intimidating, hostile, or demeaning employment or educational environment is strictly prohibited by LeMoyne-Owen College.

II. Applicability/Scope

This policy covers all constituencies of the college

III. Process for Implementing Procedure

Responsibility	Action	Timeline
Victim	Submits a written statement of compliant to the Dean of Students	
Dean of Students	Investigates the compliant with the Judicial Affairs	
Chair of Judicial Affairs	Convenes a hearing to interview the parties involved and witnesses	
Chair of Judicial Affairs	Submit a written statement of findings to the Dean of Students	
Dean of Student	Imposes sanctions, if appropriate	

IV. Related policies/References for more information

See Appeal Process in the 2010-2011 Student Handbook, pages 15-17

Authorizing Official: <u>Johnnie B. Watson</u> <i>Johnnie B. Watson</i> Authorization Date: <u>09/06/2011</u>
Title: <u>President</u>