

UAHuntsville SEXUAL HARASSMENT POLICY

The University of Alabama in Huntsville (UAHuntsville) affirms its desire to create a work environment for all employees and a study environment for all students that is fair, humane, and responsible - an environment which supports and rewards career and educational goals on the basis of such relevant factors as ability and work performance.

Sexual harassment of employees and students which imposes a requirement of sexual cooperation as a condition of employment or academic advancement is inimical to this environment. Equally harmful is sexual harassment in forms falling short of coercive efforts toward sexual relations, but which still creates an intimidating, hostile, or offensive working/learning environment or which unreasonably interferes with an individual's performance as an employee or student. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature are thus all considered intolerable under this policy and under the law. A University employee or student who is found, under established institutional procedures, to have sexually harassed another person will be subject to discipline, up to and including possible dismissal or expulsion, by the University.