DENMARK TECHNICAL COLLEGE
STATEMENT OF POLICY

DTC POLICY NUMBER: 6-1-005
REF. STATE BOARD POLICY: NA

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POLICY TITLE: Sexual Harassment
LEGAL AUTHORITY:
DIVISION OF RESPONSIBILITY: Personnel/Fiscal Affairs

NEW POLICY
REVISED POLICY
DATE APPROVED BY COMMISSION

x

Fall 1995

PRESIDENT
DATE

CHAIRPERSON
DATE

POLICY STATEMENT:

It is the policy of Denmark Technical College that any unwanted or unwelcomed attention of a
sexual nature, whether verbal or physical, will not be tolerated.

Sexual Harassment is defined as: (1) influencing, offering to influence, or threatening the career,
pay or job of another person in exchange for sexual favors; or (2) deliberate or repeated offensive
comments, gestures, or physical contact of a sexual nature in a work or work-related
environment.

Unwelcomed sexual advances, request for sexual favors, and other verbal or physical conduct of
a sexual nature constitutes sexual harassment when (1) submission to such conduct is made
either explicitly or implicitly a term or condition of an individual’s employment, (2) submission
to or rejection of such conduct by an individual is used as the basis for employment decisions
affecting said individual, or (3) such conduct has the purpose of effect of interfering with an
individual’s work performance or creating an intimidating, hostile, or offensive working
environment.

Any employee who feels that he/she is the victim of sexual harassment shall have the right to
mediation; and/or the right to file a formal grievance. Any employee who feels that he/she is the
victim of sexual harassment by supervisors, co-workers, or peers should make it clear that such
behavior is offensive and is encouraged to contact the Personnel Office for assistance.

Because of the sensitive and private nature of most sexual harassment incidents and the
emotional and moral complexities surrounding such issues, every effort will be made to resolve
such problems on an informal basis if possible; however, there are various avenues for pursuing
relief. The Personnel Office will provide the information necessary for the employee to pursue
the course of action most appropriate for the situation.