

**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**

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<sup>x</sup>		Fall 1995
<b>NEW POLICY</b>	<b>REVISED POLICY</b>	<b>DATE APPROVED BY COMMISSION</b>

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<b>PRESIDENT</b>	<b>DATE</b>	<b>CHAIRPERSON</b>	<b>DATE</b>
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**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 defines 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.