1. *SEXUAL HARASSMENT*

Sexual Harassment is:

- unwelcome, gender-based verbal or physical conduct that is,
- sufficiently severe, persistent or pervasive that it,
- unreasonably interferes with, denies or limits someone's ability to participate in or benefit from Bradley University's educational program and/or activities, and is
- based on power differentials (quid pro quo), the creation of a “hostile environment”, or retaliation.

  - Quid pro quo sexual harassment exists when there are:
    1. unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature; and
    2. submission to or rejection of such conduct results in adverse educational or employment action.

  - Hostile Environment includes any situation in which there is harassing conduct that is sufficiently severe, pervasive and objectively offensive that it alters the conditions of employment or limits, interferes with or denies education benefits or opportunities, from both a subjective and an objective viewpoint.

  - Retaliatory actions include, but are not limited to, threats or actual violence against the person or their property, adverse educational or employment consequences, ridicule, intimidation, bullying or ostracism because of a person’s participation in an investigation of discrimination or sexual misconduct.

Examples of Sexual Harassment include:

- A professor insists that a student have sex with him/her in exchange for a good grade. This is harassment regardless of whether the student accedes to the request.
- A student repeatedly sends sexually oriented jokes around on an email list s/he created, even when asked to stop, causing one recipient to avoid the sender on campus and in the residence hall in which they both live.
- An ex-girlfriend widely spreads false stories about her sex life with her former boyfriend to the clear discomfort of the ex boyfriend.
- Explicit sexual pictures are displayed in a professor’s office, on the exterior of a residence hall door or on a computer monitor in a public space.