SEXUAL/GENDER HARASSMENT

What Is it?

Sexual harassment is an illegal form of sex discrimination prohibited by state and federal law and Minnesota State Colleges and Universities (MnSCU) policy. There are two kinds of sexual harassment. Quid pro quo harassment occurs when a person in a position of power pressures another person to meet his/her sexual demands. Hostile environment harassment occurs when repeated, unwelcome behavior or comments focus on the sexuality of another person or occurs because of the person’s sex and unreasonably affects the person’s educational or working environment. Unwanted sexual comments or inappropriate touching on a one-time basis may also create hostile environment harassment.

Examples

- Demanding sexual favors in exchange for a promotion or a good grade.
- “Rating” another person’s body on sex appeal.
- Leaving unwanted sexually explicit messages on voice mail.
- Telling off-color jokes or teasing based on sex.
- Unwanted and excessive attention through phone calls, letters, gifts.
- Unwanted, unnecessary touching, patting, rubbing, or pinching of another person.
- Using language that is offensive and/or implies inferiority of another person based on sex, such as “slut,” “bitch,” “babe,” “stud,” etc.

WHAT CAN YOU DO?

- Assertively tell the individual that you are offended by the behavior and to stop it.
- Identify a third party whom you and the other individual mutually respect and ask his/her assistance in helping the two of you talk through the behavior and why it is offensive.
- Document all incidents—who, when, where, what was said or done, names of witnesses.
- Report the incident to the appropriate office at the University. (A listing of phone numbers and locations for these offices can be found within this brochure.)

If the situation is physically threatening, remove yourself from the site and seek help immediately from University Security or the Mankato Police Department.

SEXUAL/GENDER Discrimination & Harassment

Flirting vs Harassment

<table>
<thead>
<tr>
<th>Flirting</th>
<th>Harassment</th>
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</thead>
<tbody>
<tr>
<td>Reciprocal</td>
<td>Unwelcome</td>
</tr>
<tr>
<td>Feels good</td>
<td>Feels hurtful</td>
</tr>
<tr>
<td>Complimentary</td>
<td>Humiliating</td>
</tr>
<tr>
<td>Feels positive</td>
<td>Feels devaluing</td>
</tr>
</tbody>
</table>
WHO CAN BE HARASSED?

Sexual/gender harassment generally occurs in situations where one person has power over the other, but it can also occur between peers. Sexual/gender harassment can occur in a variety of relationships, including faculty and student, supervisor and employee, student to student, employee to employee and other persons having business with or visiting the campus. Sexual/gender harassment may occur when it is directed at members of the opposite sex or when it is directed at members of the same sex.

WHERE CAN I GET HELP?

Office of Affirmative Action
112 Armstrong Hall
507-389-2986

Counseling Center
245 Centennial Student Union
507-389-1455

Office of Student Affairs
228 Wigley Administration Center
507-389-2121

Women’s Center
218 Centennial Student Union
507-389-6146

Security
222 Wiecking Center
507-389-2111 (V/TTY)

People with speech or hearing impairments may reach the above offices at 800-627-3529 or 711 (MRS/TTY)

A member of the Minnesota State Colleges and Universities System.

Minnesota State Mankato is an Affirmative Action/Equal Opportunity University.

This document is available in alternative format to individuals with disabilities by calling the Office of Affirmative Action at 507-389-2986 (VI), 800-627-3529 or 711 (MRS/TTY).

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