

What Is UMass Boston's Sexual Harassment Policy?

UMass Boston Policy on Sexual Harassment

Sexual and other forms of harassment are a violation of federal and state law. It is the policy of the University of Massachusetts that sexual and other forms of harassment among members of the university community will not be tolerated.

The university will seek to protect the right of all parties to a sexual and other forms of harassment complaint by providing a prompt investigation of the complaint once it is brought to the attention of the chief diversity officer or another university official.

UMass Boston Policy on Retaliation

Retaliation against an individual who has made a sexual and other forms of harassment complaint, or who participates or is involved in the complaint process, is unlawful and will not be tolerated by the university.

Any member of the university community found to have violated the sexual and other forms of harassment or retaliation policy will be subject to disciplinary action up to and including termination of employment.

Obligation to Report

In order to take appropriate corrective action, the university must be aware of sexual and other forms of harassment or related retaliation. Therefore, anyone who believes that he or she has experienced or witnessed sexual or other forms of harassment, or related retaliation, should promptly report such behavior to the chief diversity officer.

Supervisor's Obligation to Report

Any supervisor who experiences, witnesses, or receives a written or oral report or complaint of sexual and other forms of harassment or related retaliation should promptly report it to the chief diversity officer.

Where Can You Learn More?

If you want more information or have questions on sexual harassment, or would like a copy of "Sexual Harassment Policy and Procedures for UMass Boston", please contact one of the following individuals or government agencies:

At UMass Boston

Juan Nuñez
Chief Diversity Officer
Office of Diversity and Inclusion
Quinn Administration Building, 3rd floor
617.287.4818
juan.nunez@umb.edu

State and Federal Agencies

The Massachusetts Commission Against Discrimination (MCAD)

One Ashburton Place
Sixth Floor, Room 601
Boston, MA 02108
617.994.6000
www.mass.gov/mcad/index.html

The United States Equal Employment Opportunity Commission (EEOC)

John F. Kennedy Federal Building
475 Government Center
Boston, MA 02203
800.669.4000
www.eeoc.gov

This brochure is available in alternate formats as an accommodation upon request.



OFFICE OF DIVERSITY AND INCLUSION
UNIVERSITY OF MASSACHUSETTS BOSTON
Quinn Administration Building, 3rd Floor
100 Morrissey Boulevard
Boston, MA 02125-3393



Sexual Harassment It's No Game

OFFICE OF DIVERSITY AND INCLUSION



What Is Sexual Harassment?

The University of Massachusetts Boston is committed to maintaining a respectful and dignified workplace for all employees. Sexual harassment interferes with and needlessly undermines an otherwise respectful and dignified workplace. It is also illegal. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when

- submission to or rejection of this conduct explicitly or implicitly affects an individual's employment;
- it unreasonably interferes with an individual's work performance; or
- it creates an intimidating, hostile, or offensive work environment.

What Behavior Constitutes Sexual Harassment?

All behaviors that constitute sexual harassment are classified in two broad categories, depending on the workplace context.

Quid pro quo harassment occurs when a job benefit is tied directly to an employee's submitting to unwelcome sexual advances. For example, it's sexual harassment when a supervisor promises an employee a raise if she will go out on a date with him, or when he tells an employee she will be fired if she doesn't engage in intimate conduct with him.

Only people with supervisory authority over a worker can engage in quid pro quo harassment, since it requires the harasser to have the authority to grant or withhold job benefits.

Hostile environment harassment occurs when employees are regularly subjected to comments of a sexual nature, offensive sexual materials, or unwelcome physical contact. *Supervisors, managers, coworkers, and even customers can be responsible for creating a hostile environment.*

Examples of Sexual Harassment

(The following list is not exhaustive.)

- Sexual advances of any sort – whether physical contact is involved or not
- Sexually suggestive actions: leering, whistling, brushing against another person's body, etc.
- Discussion of one's own sexual activity
- Inquiries about another person's sexual activities
- Sexual banter and innuendo: epithets, jokes, gossip regarding one's sex life, comments about another person's body, sexually suggestive or demeaning comments, references to a person's supposed sexual deficiencies or prowess
- Displaying or transmitting sexually suggestive objects or graphic representations (for example, photographs, cartoons, posters, objects, or messages)
- Conversations filled with sexually suggestive innuendos or double meanings
- E-mail circulation of pornographic materials or sexually explicit messages
- Repeated non-reciprocated demands for dates or sex
- Request for sex in exchange for letters of recommendation or employment opportunity
- Physical assault

Other Forms of Unlawful Harassment

A hostile work environment also includes derogatory and insulting comments aimed at an individual because of his or her sex, race, religion, national origin, age, or disability, or any protected category under federal, state, and local law. The term "other forms of unlawful harassment" includes, but is not limited to, the following types of conduct:

- 1. Verbal:** Epithets, slurs, innuendos, stereotyping, jokes, or other verbal conduct made with the intention of, or having the effect of, denigrating or showing hostility toward an individual or group because of that individual's or group's race, color, religion, ethnicity, gender, sexual orientation, national origin, age, or disability, or any protected category under federal, state, and local law.
- 2. Nonverbal:** Display or creation of written or graphic materials, symbols, or other objects with the intention of, or having the effect of, denigrating or showing hostility toward an individual or group because of that individual's or group's race, color, religion, ethnicity, gender, sexual orientation, national origin, age, or disability, or any protected category under federal, state, and local law.
- 3. Physical:** Gestures, or threatening, intimidating, or hostile acts made with the intention of, or having the effect of, denigrating or showing hostility toward an individual or group because of that individual's or group's race, color, religion, ethnicity, gender, sexual orientation, national origin, age, or disability, or any protected category under federal, state, and local law.