

UNIVERSITY SEXUAL HARASSMENT POLICY

Pepperdine University reaffirms the principle that its students, faculty, and staff have a right to be free from sex discrimination in the form of sexual harassment by any member of the academic community.

Sexual harassment is defined by the federal government to include “unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.” Such conduct has been found by the Equal Employment Opportunity Commission to violate Title VII of the Civil Rights Act of 1964 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 such individual, or
3. Such conduct has the purpose or effect of substantially interfering with an individual’s work performance or creating an intimidating, hostile, or offensive work environment.

Such conduct will not be tolerated at the University. Should an allegation of sexual harassment be substantiated, after careful review of the totality of the circumstances and facts surrounding such allegation, disciplinary action up to and possibly including termination will result.

Sexual harassment in any situation is reprehensible; it is particularly damaging when it exploits the educational dependence and trust between students and faculty. When the authority and power inherent in faculty relationships with students, whether overtly, implicitly, or through misinterpretation, are abused in this way, there is potentially great damage to individual students, to the persons complained of, and to the educational climate of the University. Faculty members and other individuals in positions of authority should be sensitive to these issues and the conflicts of interest that are inherent where personal, professional, and educational relationships are involved.

Any employee who feels that this policy has been violated is immediately to follow the grievance procedure outlined in the Employee Bulletin covering alleged discriminatory acts and promptly to report the facts of the incident or incidents and the names of the individuals involved to The Center for Human Resources. Assistance and counsel are available to each employee through the University’s Equal Opportunity Office, x4208, or the Center for Human Resources, x4397. Supervisors should report any incidents of alleged sexual harassment to the Center for Human Resources immediately.

Individuals who believe they have been sexually harassed may obtain redress through the established informal and formal procedures of the University. An individual found to be guilty of sexual harassment is subject to disciplinary action for violations of University policy, consistent with existing procedures.