

Seeking Assistance to File a Complaint

Students, faculty, and staff who believe they are victims of sexual harassment may seek information and assistance from the following offices:

- **Office of Equal Opportunity**
- **Human Resources**
- **Ombudsperson**
- **The University Judicial Officer**
- **Deans, Chairpersons, Department Heads, Directors, or Managers (academic departments or non-academic units)**
- **Supervisors and Managers (academic departments or non-academic units)**

Students, faculty, and staff may file a written complaint with the Office of Equal Opportunity.

USEFUL RESOURCES

Office of Equal Opportunity
www.oeo.wayne.edu

Equal Employment Opportunity Commission
(EEOC)
http://www.eeoc.gov/types/sexual_harassment.html

Michigan Department of Civil Rights
http://www.michigan.gov/documents/CR_245_68824_7.pdf

Employee Issues
http://employeeissues.com/sexual_harassment.html



WAYNE STATE UNIVERSITY

**For Further information,
call or write:**

**Office of Equal Opportunity
Wayne State University
5700 Cass Ave
Suite 3660 A/AB
Detroit, Michigan 48202
Telephone: (313) 577-2280
Fax: (313) 577-7738

Monday-Friday 8:30-5:00**

**SEXUAL
HARASSMENT
STATUTE**

Sexual Harassment & Discrimination

It is the policy of Wayne State University that no member of the University community may sexually harass another. Any employee or student will be subject to disciplinary actions for violation of this policy.

The law of the State of Michigan prohibits discrimination in employment and in education and provides that:

- Discrimination because of sex includes sexual harassment which means unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct or communication of a sexual nature when:
- Submission to such conduct or communication is made a term or condition either explicitly or implicitly to obtain employment, public accommodations or public services, education, or housing.
- Submission to or rejection of such Conduct or communication by an individual is used as a factor in decisions affecting such individual's employment, public accommodations or public services, education, or housing.
- Such conduct or communication has the purpose or effect of substantially interfering with an individual's employment, public accommodations or public services, education, or housing, or creating an intimidating, hostile, or offensive environment.

Verbal & Physical Harassment

In the area of speech, what the law and this policy prohibit is speech as action; that is, sexual communication which is either directly coercive, as rising to that level of offensiveness which interferes substantially with the victim's education or employment. The determination of what level of offensiveness is actually coercive, and therefore unlawful and prohibited by this policy, will in some cases be difficult. A significant element in the determination is provided by the fact that an unequal power relationship underlies sexual harassment. The more unequal the relationship, the more the risk of substantial interference with the victim's education or employment.

In the area of physical contact, physical contact which is unwelcome is so gravely offensive that it always has the effect of substantially interfering with the victim's employment or educational environment. Employees and students should not take for

Wayne State University is an Equal Opportunity/Affirmative Action employer.

Verbal & Physical Harassment

granted that they are welcomed to touch other employees or students, especially if the contact is unwelcomed, will be in violation of the law and of this policy.

Creating Awareness

Members of the University community are responsible for knowing and understanding the University's policy prohibiting sexual harassment.

Students, faculty, and staff who need assistance in understanding the implementation of the policy should contact the Office of Equal Opportunity at 313-577-2280 or visit our website at www.oeo.wayne.edu

