Sexual Harassment and Violence Overview and Definitions

Dean deplores sexual harassment and sexual violence wherever it might occur - whether it involves faculty, staff, students, or any other member of the Dean community. Any form of violence, intimidation, abuse, or harassment based on gender or sexual preference is contrary to the ideals of Dean and may jeopardize a community member’s ability to learn, work, or otherwise participate in the life of the College. It is also against the law.

The College is committed to providing a working and learning environment that is free from all forms of abuse, harassment or coercive conduct. This policy seeks to protect the rights of all members of the College community to be treated with respect and dignity.

Definition of Sexual Harassment
Harassment on the basis of sex is a violation of both state and federal law, as well as College policy. As a legal matter, one form of sexual harassment (sometimes referred to as “quid pro quo” harassment) is when a person in a position of authority relative to another conditions some aspect of the other person’s educational experience or employment on his or her submission to unwelcome sexual conduct. Another form of sexual harassment (sometimes referred to as “hostile environment” harassment) occurs when harassing speech or conduct of a sexual nature is sufficiently pervasive, intimidating or abusive that it effectively prevents someone from doing their job or from fully participating in an educational program or opportunity.

Note that sexual harassment is a violation of College policy regardless of whether it meets the legal definition of sexual harassment.
Definition of Sexual Violence: Rape, Unwanted Sexual Contact & Sexual Assault

Definition of Rape:
Rape is any act of sexual intercourse that is perpetrated against the will or without the consent of the victim/survivor, regardless of whether the assailant is a stranger or acquaintance. The same criminal laws and penalties apply in cases of acquaintance rape as in cases of stranger rape.

Other Forms of Sexual Assaults:

Sexual assaults that do not involve penetration also are unlawful and a violation of College policy. Sexual assault may include, for example, the unwanted touching of another person’s body or clothing.