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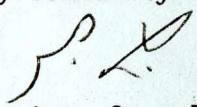
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# Edwardsville Bulletin

To the Faculty and Staff of Southern Illinois University at Edwardsville

Vol. 12, No. 20  
September 25, 1980

MEMO TO: The University Community  
FROM: Earl Lazerson   
SUBJECT: Policy Statement on Sexual Harassment

The Governor of the State of Illinois issued a policy statement on sexual harassment dated January 24, 1980, which applies to State employees under his jurisdiction. Under proposed Federal government regulations as well, such harassment is forbidden in employment. It shall also be the firm policy of this University that sexual harassment will not be tolerated in connection with employer/employee and teacher/student relationships.

Sexual harassment is defined as (29 Code of Federal Regulations, Chapter XIV, Part 1604.11) unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or, 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.

Complaints of alleged sexual harassment shall be sent to the Affirmative Action Office for handling.

Nothing in this policy shall be construed to enlarge upon or constrict the rights of any persons under the Constitutions or statutes of the State of Illinois or the United States.