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MEMO TO: University Community
FROM: David Werner 
SUBJECT: Sexual Harassment Prevention

The University's Policy and Procedures on sexual harassment, as well as state and federal law, make sexual harassment illegal. It is critical that we provide a learning environment for the student that is free of sexual harassment. Equally critical, we must provide a work place for faculty and staff members which is also free of sexual harassment.

Sexual harassment can take different forms. It can include unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct that is annoying or humiliating in a sexual way. This conduct includes comments of a sexual nature, sexually explicit statements, questions, jokes, or anecdotes.

Furthermore, the University's Policy and Procedures recognize the power differential between faculty and students, as well as supervisors and employees. The Policy clearly prohibits consensual sexual or amorous relationships between faculty members and their students and advisees, as well as consensual or amorous relationships between supervisors and employees who directly report to that supervisor.

Student complaints of sexual harassment should be directed to Liz Tarpey in the Office of the Provost, Room 3102, Rendleman Hall, extension 3361. Employees complaining of sexual harassment should be directed to Paul Pitts, Equal Opportunity Programs, Room 3310, Rendleman Hall, extension 2333.

For more details, you may obtain a copy of the University's Policy on sexual harassment at <http://www.siu.edu/bot> under Policies, Faculty and Staff Services. A copy of the University's sexual harassment complaint procedures may be found at <http://www.siu.edu/POLICIES/2c5.html>, or from Liz Tarpey or Paul Pitts.