SUBJECT: SEXUAL MISCONDUCT - EMPLOYEES

POLICY STATEMENT

It is the policy of William Carey University to comply with all federal and state laws governing sexual harassment. Further, William Carey University is committed to providing its students, faculty and staff with an environment free from implicit and explicit coercive behavior used to control, influence or affect the well-being of any member of the university community. Sexual misconduct with or harassment of any person is inappropriate, unacceptable, and contrary to the Christian standards of conduct expected of all members of the university community, students, faculty, and staff.

PROCEDURES

Sexual harassment can include unwelcome sexual advances, requests for sexual favors and other verbal comments or physical conduct of a sexual nature 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 unreasonably interfering with an individual’s work performance or creating an intimidating, hostile, or offensive working environment.

Any person who engages in sexual misconduct will be subject to disciplinary action ranging from a warning to discharge. Those who have a complaint regarding sexual misconduct should contact the director or human resources who will conduct an investigation in accordance with the complaint procedure stated in the Faculty Handbook, Administrative Handbook and Staff Handbook.

WCU PUBLICATIONS

Faculty Handbook
Administrative Handbook
Staff Handbook