

Harassment Prevention Policy University of New Haven

Sexual Harassment is illegal and is prohibited by:

The Connecticut General Statute- Discriminatory Employment Practices Act (Section 4a-60 (a) (8). And Title VII of the Civil Rights Act of 1964 (42 United States Code Section 2000e et seq.)

Sexual Harassment means “any unwelcome sexual advances or requests for sexual favors or any 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 substantially interfering with an individual’ work performance or creating an intimidating, hostile, or offensive working environment.

Examples of Sexual Harassment include but are not limited to:

Unwelcome sexual advances

Requests for sexual favors

Suggestive or lewd remarks

Unwanted or inappropriate touching of any kind-

Staring or leering at parts of a person’s body

Retaliation for complaining about sexual harassment

Derogatory, suggestive or pornographic posters, cartoons, drawings, or screen savers

Remedies for Sexual Harassment may include

Cease and desist orders

Suspension

Termination

Back pay

Compensatory damages

Hiring, promotion or reinstatement

Individual who engage in such acts or harassment may also be subject to civil and criminal penalties.

Policy: University of New Haven’s Sexual harassment Policy

- The University of New Haven is committed to the philosophy that all community members should enjoy an environment free of sexual harassment. It is the policy of the University to prevent and eliminate sexual harassment.

Other types of Harassment

Harassment in relation to race, skin color, personal appearance, religion, sex, sexual orientation, gender, gender identity or expression, marital status, civil union status, national origin, age or disability(physical or mental).

Policy: University of New Haven's General Harassment Policy

- The University of New Haven is committed to the philosophy that all community members should enjoy and environment free of any harassment. There is a zero tolerance to harassment or discrimination of any kind based on an individual's sex, race, color personal appearance, gender, gender identity or expression, religion, national origin, marital status, civil union status, age, disability, status as a special disabled veteran or veteran of the Vietnam era or national or ethnic origin, nor does UNH discriminate on the basis of sexual orientation.

Scope: Applies to all campus personal-employment candidates, employees, vendors, and contractors.

Process /Procedure: If you have questions or concerns or believe that you or others are being sexually harassed or generally harassed please contact Caroline Koziatek in the Human Resource Department on ext 7479 to schedule an appointment or speak to any supervisor.

If you feel you have been discriminated against you also can contact the Connecticut Commission of Human Rights and Opportunities, West Central Regional office #3, Rowland Center, 55 West Main St, Suite 210, Waterbury, CT 06702. Phone 203 805-6530.