

Key Policies on Harassment

Faculty

University of Washington Faculty Code Handbook

◆ **Faculty/Student Relationships: Chapter 24, Section 33**

Conflict of interest resulting from romantic or sexual relationships are detrimental to the functioning of the University because, if present, the professional authority under which decisions are made may be called into question....no faculty member, TA, RA chair, dean or other administrative officer should vote, make recommendations, or in any other way participate in the decision of any matter which may directly affect the employment, promotion, evaluation or academic status of a student with whom he or she has or has had a familial, sexual or romantic relationship.

◆ **Definition harassment: Chapter 2, section 3D**

Harassment is behavior by a member of the University community 1) based on race, color, creed, religion, national origin, sex, sexual orientation, age, marital status, disability or status as a disabled or Vietnam-era veteran which is unwelcome AND 2) sufficiently severe, persistent or pervasive that it could reasonably be expected to create an intimidating, hostile or offensive environment.

◆ **Definition of Sexual Harassment: Chapter 2, section 3E**

Discrimination on the basis of "sex" includes sexual harassment, which means: (1) unwelcome sexual advances or requests for sexual favors by a person who has authority over the recipient when (a) submission to such conduct is made either an implicit or explicit condition of the individual's employment, academic status, or ability to use University facilities and services, or (b) submission to or rejection of the conduct is used as the basis for a decision that affects tangible aspects of the individual's employment, academic status, or use of University facilities; or (2) unwelcome and unsolicited language or conduct by a member of the University community that is of a sexual nature or is based on the recipient's sex and that is sufficiently offensive or pervasive that it could reasonably be expected to create an intimidating, hostile, or offensive University environment.

◆ **Retaliation: Chapter 2, section 7**

This policy prohibits retaliation for reporting concerns regarding discrimination, cooperating with any investigation of discrimination, or participating in the complaint process. Such retaliation against any person is a serious violation of this policy and may result in disciplinary action.

UW Employees

University of Washington Administrative Policy Statement 46.3

◆ **Complaint Resolution:**

How to Pursue a Complaint

◆ **Non-retaliation/Cooperation**

University policy prohibits retaliation against people who bring a complaint or participate in the complaint process. An employee who is found to engage in retaliatory conduct is subject to appropriate corrective action, including dismissal. All University employees are required to participate, provide information as requested, and otherwise fully cooperate with the complaint process.

Academic Student Employees

see UW/UAW Contract Article 19: Non-discrimination and Harassment