SEXUAL HARASSMENT PREVENTION POLICY STATEMENT

The University of Hartford affirms its commitment to ensuring an environment for all employees and students which is fair, humane and respectful – an environment that supports and rewards employee and student performance on the basis of relevant considerations such as ability and effort. Behaviors which assert sex or sexuality as relevant to employee or student performance are damaging to this environment. Such behaviors are prohibited by federal and state law and violate our policy.

Harassment on the basis of sex is a violation of Section 703 of Title VII of the Civil Rights Act of 1964 as well as State of Connecticut law. Unwelcome sexual advances, requests for sexual favors and other verbal, nonverbal or physical conduct of a sexual nature constitute sexual harassment when:

a. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment;

b. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or

c. Such conduct has the purpose or effect to substantially interfere with an individual’s work performance or create an intimidating, hostile or offensive work environment.

The University of Hartford applies the same protection to students in the academic learning environment. The Office for Civil Rights, U.S. Department of Education’s memorandum “Title IX and Sexual Harassment Complaints” of the U.S. Department of Education, Office for Civil Rights defines sexual harassment as follows: “Sexual harassment consists of verbal, nonverbal or physical conduct of a sexual nature, imposed on the basis of sex, by an employee or agent of a recipient that denies, limits, provides different, or conditions the provision of aid, benefits, services or treatment protected under Title IX.”

The University of Hartford deplores such conduct as an abuse of authority, and thus it is an official University policy that sexual harassment on or by either employees or students will not be tolerated. The University accepts that sexual harassment, like any civil right violation, generates a harmful atmosphere. The University will act positively to investigate alleged harassment, and to effect a remedy when an allegation is determined to have validity. Retaliatory action of any kind taken by an employee of the University against another employee or student of the institution as a result of that person’s seeking redress under University procedures or participating in any proceedings under University procedures is prohibited by law as well as by University policy.

Complaints about sexual harassment should be registered with either the office of Human Resources Development or the Vice President of Student Affairs. Additional contacts include the Regional Director, Office for Civil Rights, U.S. Department of Education, 550 12th Street, SW, Washington, DC 20202-1100 regarding the University’s compliance with regulations implementing Title VI, Title IX and Section 504. The Connecticut Commission on Human Rights and Opportunities (CCHRO), 999 Asylum Avenue, 2nd Floor, Hartford, CT 06105 can also be contacted. Filing with the latter must be done within 180 days of the date when the alleged sexual harassment occurred.

Lisa Belanger-Buoniconti 2015
Executive Director
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