



Appendix C – Examples of Prohibited Conduct

I. Forms of Sexual Harassment and Prohibited Conduct

In some cases, Sexual Harassment or other Prohibited Conduct is obvious and may involve an overt action, a threat, or reprisal. In other instances, Sexual Harassment can be subtle and indirect, with a coercive aspect that is unstated. Sexual Harassment and other forms of Prohibited Conduct will be evaluated on a case- by-case basis and can take many forms:

- Sexual Harassment can occur between equals (e.g., student to student, professional staff to professional staff, faculty member to faculty member, visitor/contracted employee to professional staff) or between persons of differing power status (e.g. supervisor to subordinate, faculty member to student, coach to student-athlete). Although sexual harassment often occurs in the context of an exploitation of power by the individual with the greater power, a person who appears to have less power in a relationship can also commit Sexual Harassment (e.g., student harassing faculty member).
- Sexual Harassment can be committed by or against an individual or may be a result of the collective actions by or toward an organization or group.
- Sexual Harassment can be committed by an acquaintance, a stranger, or someone with whom the Complainant has a personal, intimate, or sexual relationship.
- Sexual Harassment can occur by or against an individual of any sex, gender identity, gender expression or sexual orientation.

Examples of behavior that might be considered **Sexual Harassment** include, but are not limited to:

- Unwanted or inappropriate sexual innuendo, propositions, sexual attention, or suggestive comments; humor and jokes about sex or gender-specific traits; sexual slurs or derogatory language directed at another person's sexuality or gender; insults and threats based on sex or gender; and other verbal, written, or electronic communications of a sexual nature that an individual communicates is unwanted and unwelcome;
- Non-academic display or circulation of electronic or written materials or pictures degrading to an individual(s) or gender group (it is expected that instructors will

- offer appropriate warning and accommodation regarding the introduction of explicit and triggering materials used);
- Inappropriate or unwelcome physical contact or suggestive body language, such as touching, patting, pinching, hugging, kissing, or intentionally brushing against an individual's body;
 - Undue and unwanted attention, such as repeated inappropriate flirting, inappropriate or repetitive compliments about clothing or physical attributes, staring, or making sexually oriented gestures;
 - Pressuring or physically coercing an individual to become involved in sexual activity or punishing a refusal to respond or comply with sexual advances;
 - Using a position of power or authority to threaten or punish, either directly or by implication, for refusing to tolerate harassment or submit to sexual activity, or for reporting harassment;
 - Making a promise of reward in return for sexual favors;
 - Sexually assaulting an individual;
 - Abusive, disruptive, or harassing behavior, verbal or physical, which endangers another's mental or physical health, including but not limited to threats, acts of violence, or assault based on gender and/or in the context of intimate partner violence; and
 - Engaging in demeaning verbal and other expressive behavior of a sexual or gendered nature in instructional settings.

Examples of **Sexual Exploitation** can include, but are not limited to, the following behaviors:

- Electronically recording, photographing, or transmitting intimate or sexual utterances, sounds, or images via any medium, without the knowledge and consent of all parties involved.
- Non-consensual streaming of images, photography, video, or audio recording of sexual activity or nudity, or publication or sharing of such without the knowledge and consent of all parties involved.
- Spying on others who are in intimate or sexual situations (i.e. voyeurism).
- Disrobing of another without their consent.
- Knowingly exposing another individual to a sexually transmitted disease or virus without their knowledge.
- Inducing incapacitation for the purpose of making another person vulnerable to non- consensual sexual activity.
- Distributing intimate or sexual information about another person without that person's consent.