URI SEXUAL HARASSMENT POLICY

3.01 Sexual Harassment Policy

The University of Rhode Island prohibits all forms of sexual harassment. Sexual harassment is sex discrimination and is unlawful according to Title VII Civil Rights Act of 1964, Title IX of the 1972 Education Amendments, Executive Order 11246, Rhode Island General Laws and University of Rhode Island Policy. This prohibition applies equal to male and female staff, faculty, students, to all other persons on the premises subject to University control and to those engaged to further the interests of the University. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, constitute sexual harassment when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of instruction, employment, or otherwise full participation in University life;

2. Submission to or rejection of such conduct by an individual is used as a basis for decisions related to employment or academic performance or progress; or

3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance, or creating an intimidating, hostile, or offensive work, residential or academic environment.

Sexual harassment includes verbal and physical behaviors that range from sexual gestures or teasing to sexual assault. Verbal sexual harassment may include, but is not limited to, sexual remarks, comments, jokes and innuendoes, whistles and cat calls, crude and offensive language, comments on physical attributes, use of demeaning or inappropriate terms, discussion of sexual activities, the posing of personal questions, the spreading of stories about someone's social or sexual life, and propositions or pressure for social or sexual contact. Physical sexual harassment may include, but is not limited to, unwanted touching, patting, grabbing, pinching or hugging, stares, leers or sexual gestures, following someone or blocking their path, the display of sexually explicit or suggestive pictures, sexual assault and rape.

Members of the campus community who believe they have been the victim of sexual harassment and wish further information, advice or assistance in the filing of a complaint, should contact:

Affirmative Action, Equal Opportunity and Diversity Office
University of Rhode Island
201 Carlotti Administrative Building
Kingston, Rhode Island 02881
PHONE: (401) 874-2442
The University will investigate complaints of sexual harassment pursuant to the Non-Discrimination Complaint Procedures. Those who are found to have engaged in sexual harassment will be subject to disciplinary action which may range from remedial education to suspension and termination. Retaliatory action of any kind by any member of the University community against individuals who bring complaints of sexual harassment or individuals who are cooperating in the investigation of a complaint is prohibited and shall be regarded as a separate and distinct violation of community standards and the University's Nondiscrimination Policy.

The University recognizes that some persons may, for a variety of reasons, be reluctant to file a complaint without the advice or counsel of a sympathetic party. The following resources are available to provide assistance and information to anyone concerned about incident(s) of sexual harassment:

Please note: the links below open in new windows

Campus Police
(874-2121)

Health Services
(874-2246)

Counseling Center
(874-2288)

Office of Student Life
(874-2101)

CCE Department of
Student Services
(277-5000)

Women's Center
(874-2097)

Office of the President
(874-2444)

Members of the University community who believe they are the victim of sexual harassment may also choose to seek redress through any of the following outside agencies:

Office of Civil Rights, Region I
US Department of Education
33 Arch Street, Suite 900
Boston, Massachusetts 02110-1491
(617) 289-0111

United States Department of Labor
Employment Standards Administration
Office of Federal Contract Compliance Programs
J.F.K. Federal Building, Room E-235
15 New Sudbury Street  
Boston, Massachusetts 02203  
(617) 624-6780

Rhode Island Commission for Human Rights  
180 Westminster Street, 3rd Floor  
Providence, Rhode Island 02903  
(401) 222-2662  
TDD (401) 222-2664

Equal Employment Opportunity Commission  
Boston Area Office  
J.F.K. Federal Building  
475 Government Center  
Boston, Massachusetts 02203  
Toll Free 1-866-408-8075  
(617) 565-3200

URL:  http://www.uri.edu/affirmative_action/univ_policies.html