

3. Complaint Procedures

Sexual harassment can often be resolved by the person who feels he or she is being harassed by informing the alleged offender that the conduct is unwelcome and must stop. The complainant should do so as soon as possible after the incident occurs.

However, in some circumstances of sexual harassment and for allegations of sexual violence, including sexual assault, dating violence, domestic violence, and stalking, this is neither feasible nor successful. To encourage persons experiencing alleged sexual harassment and sexual violence to come forward, the university provides both informal and formal complaint resolution procedures. As time passes, it may become more difficult to investigate and resolve complaints. In addition, because there are time limitations for filing external complaints with state and federal agencies, prompt action by the complainant is important. Questions about the Sexual Harassment and Sexual Violence Complaint Procedures involving employees or vendors should be referred to the assistant to the president for Social Equity, B-17 Susan Snell Delaney Hall, at 724-357-3402.