

1. Policy

Indiana University of Pennsylvania is committed to maintaining a learning and work environment that is free from sexual harassment and sexual violence. Acts of sexual harassment or sexual violence, including sexual assault, dating violence, domestic violence, and stalking, seriously undermine the atmosphere of trust and respect that is essential to a university community. Moreover, sexual harassment and sexual violence are legally prohibited and will not be tolerated. Sexual harassment and sexual violence are forms of sex discrimination prohibited under Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, and the Pennsylvania Human Relations Act. It is imperative that all employees, students, and vendors comply with federal, state, and local laws, government regulations, and court orders which relate to sexual harassment and sexual violence. It is the purpose of this policy to define prohibited conduct and provide guidance on the procedures for addressing complaints involving sexual harassment or sexual violence, including sexual assault, dating violence, domestic violence, and stalking. Persons found to be in violation of this policy will be subject to disciplinary action up to and including expulsion for students and termination for employees.

All students, managers, administrators, faculty, staff, and vendors have a responsibility to adhere to the contents of this Policy. Employees of the university community are required to report complaints of sexual harassment and sexual violence promptly in accordance with the Sexual Harassment and Sexual Violence Complaint Procedures set forth herein. Reporting by employees is required even when the victim of the alleged conduct elects or is unable to make such a report. Persons who have been victimized also have the option of reporting to the Office of Public Safety.

IUP prohibits retaliatory action against persons filing an informal or formal complaint of sexual harassment and sexual violence or any person cooperating in the investigation of such a charge, as a complainant, respondent, witness, or other participant. Nor will the university tolerate knowingly making false charges. Acts of retaliation or knowingly making false charges shall constitute misconduct subject to disciplinary action up to and including expulsion for students and termination for employees.

To the extent possible, all complaints of sexual harassment and sexual violence shall be considered confidential, and only those persons who are necessary for the investigation and resolution of the complaint will be given information regarding the matter. As much as possible, consistent with the university's legal obligations related to federal and state regulations and to protect the rights and security of its employees and students, the university will respect the confidentiality of both the complainant and the accused.