

 <p style="text-align: center;"><b>YALE UNIVERSITY POLICE DEPARTMENT GENERAL ORDER</b></p> <p style="text-align: center;"><i>Serving with Integrity, Trust, Commitment and Courage Since 1894</i></p>	ORDER TYPE: NEED TO REFER	
	<b>307 SEXUAL HARASSMENT POLICY</b>	
	EFFECTIVE DATE: <p style="text-align: center;">21 JAN 2013</p>	REVIEW DATE: <p style="text-align: center;">ANNUAL</p>

**PURPOSE**

The purpose of this General Order is to remind Department personnel of the important University and Department policy with respect to sexual harassment.

**POLICY**

The Yale University Police Department is committed to maintaining a work environment free of discrimination. In keeping with this commitment sexual harassment will not be tolerated.

**DEFINITIONS**

<b>Sexual Harassment</b>	<p>Sexual harassment is antithetical to academic values and to a work environment free from the fact or appearance of coercion. It is a violation of University policy and may result in serious disciplinary action. Sexual harassment consists of nonconsensual sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature on or off campus, when:</p> <ol style="list-style-type: none"> <li>1) submission to such conduct is made either explicitly or implicitly a condition of an individual's employment or academic standing; or</li> <li>2) submission to or rejection of such conduct is used as the basis for employment decisions or for academic evaluation, grades, or advancement; or</li> <li>3) such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating or hostile academic or work environment.</li> </ol> <p>Sexual harassment may be found in a single episode, as well as in persistent behavior. Conduct that occurs in the process of application for admission to a program or selection for employment is covered by this policy, as well as conduct directed toward University students, faculty, or staff members. In addition, conduct by third parties (i.e., individuals who are neither students nor employees, including but not limited to guests and consultants) is covered by this policy. Both men and women are protected from sexual harassment, and sexual harassment is prohibited regardless of the sex of the harasser. Sexual harassment is a matter of particular concern to an academic community in which students, faculty, and staff are related by strong bonds of intellectual dependence and trust. If members of the faculty, whether professors or teaching fellows, or other Yale employees, introduce sex into a professional relationship with a student, they abuse their position of authority</p>
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**PROCEDURE**

*Sexual harassment* is a form of sex discrimination which is prohibited by both federal law (Title VII) and similar state laws. Sexual harassment has been defined by the Federal Equal Employment Opportunity Commission as:

“Unwelcome sexual advances, requests for sexual favors and other physical, verbal or visual conduct based on sex when:

- 1) submission to the conduct is an explicit or implicit term or condition of employment
- 2) submission to or rejection of the conduct is used as the basis for employment decisions,
- 3) the conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment.”

Examples of prohibited conduct include the following:

- Suggestive Comments, sexually-oriented “kidding”
- Teasing or practical jokes of sexual nature
- “Jokes” about gender or gender-specific traits
- The use or display of sexually offensive or obscene language or gestures
- The display of sexually offensive photographs, drawings or graffiti
- Demands for sexual acts accompanied by implied or overt threats concerning work assignment, evaluations or promotions
- Physical contact such as patting, rubbing, pinching or sexual assault

Any employee with questions or concerns about sexual harassment or this policy statement should contact the Chief of Police or the Office for Equal Opportunity Programs. The Sexual Harassment Policy of Yale University follows.

It is the responsibility of every member of this Department to be familiar with this general order and the University policy and to conduct himself or herself in accordance with the general order and the University policy at all times.

The Office for Equal Opportunity Programs provides periodic educational sessions on the topic of sexual harassment. All supervisory personnel must attend such a session, and all other personnel are encouraged to attend. Please contact the Office for Equal Opportunity Programs for further information about the sessions.

PER ORDER OF:



RONNELL A. HIGGINS  
DIRECTOR OF PUBLIC SAFETY AND CHIEF OF POLICE