Section I

Definition

Subd. 1
Sexual Harassment
"Sexual Harassment" means unwelcome sexual advances, requests for sexual favors, and/or other verbal or physical conduct of a sexual nature when:

(1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic advancement in any University activity or program;

(2) submission to or rejection of such conduct by an individual is used as the basis of employment or academic decisions affecting this individual in any University activity or program; 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 working or academic environment in any University activity or program.

Subd. 2
Member of the University Community
"Member of the University community" or "University members" means any University of Minnesota faculty member, student, or staff member, or other individual engaged in any University activity or program.

Section II

Policy

Subd. 1
Prohibition
Sexual harassment by or toward a member of the University community is prohibited.

Subd. 2
Responsibility to Report
Department heads, deans, provosts, chancellors, vice presidents, and other supervisors and managers must take timely and appropriate action when they know or should know of the existence of sexual harassment. Other persons who suspect sexual harassment should report it to an appropriate person in their unit or to the University equal opportunity officer.

Subd. 3
Administrative Responsibility
Each campus must adopt procedures for investigating and resolving complaints of sexual harassment in coordination with the director of equal opportunity and affirmative action.

Subd. 4
Disciplinary Action
A violation of this policy may lead to disciplinary action up to and including termination of employment or academic dismissal.

Sexual Harassment Office

Services provided:
Recommend and administer policy guidelines and procedures for sexual harassment set by Regents' policies and state and federal laws and regulations for faculty, staff and students. Investigate charges of discrimination, including sexual harassment, on the University of Minnesota, Duluth campus, which may include the assistance of other parties, as appropriate.

Department Web Site:
http://www.d.umn.edu/umdoeo/

How to contact
Deborah S. Petersen-Perlman, Director
Located: Darland Administration Building, Room 269-273
Phone:  726-6827 or 726-6849
TTY/TDD: 218-726-6115 or Minnesota Relay Service (800) 627-3529
Fax:  218-726-7505
Email:  equaloo@d.umn.edu
Postal Address:
Sexual Harassment Office
University of Minnesota Duluth
Darland Administration Building 269-273
1049 University Drive
Duluth, MN 55812-3011