
**UNIVERSITY OF MINNESOTA DULUTH
OFFICE OF EQUAL OPPORTUNITY**

INFORMATION ABOUT SEXUAL HARASSMENT

UMD Office of Equal Opportunity
269-273 Darland Administration Building
1049 University Drive
Duluth, Minnesota 55812-3011

Tel. 218-726-6827 or 218-726-6849
TTY: 218-726-6115
FAX: 218-726-7505

The University of Minnesota is an equal opportunity educator and employer.

WHAT IS SEXUAL HARASSMENT?

Sexual harassment is...

- Unwelcome sexual advances;
- Requests for sexual favors; and
- Other verbal and/or physical contact of a sexual nature.

WHEN...

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or status as a student.

OR

- Submission to or rejection of such conduct by an individual is used as a basis for an employment decision or an educational decision affecting such individual.

OR

- Such conduct has the purpose or effect of substantially interfering with an individual's work performance or academic performance.

OR

- Creating an intimidating, hostile or offensive working or studying environment.

Sexual Harassment includes such things as...

- Sexually offensive language.
- Inappropriate remarks about someone's body, clothing or sexual activities.
- Indirect or direct pressure for sexual activity, with or without implied or directly stated threats.
- Inappropriate touching, patting, pinching, leering at or ogling someone's body.

Sexual Harassment can occur...

- Between men and women, but it can also occur between members of the same sex.
- Between people with different University status.

Harassment can take many forms, it can include...

- Verbal comments
 - Physical contact
 - Hate mail
 - Phone calls
 - Graffiti
 - E-mail stalking, inappropriate use of the internet
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- • Because power differences can occur in many kinds of relationships, should a charge of sexual harassment be brought against the person in the power position, a claim by the respondent that the relationship was mutually consented to in the past by the claimant does not constitute an acceptable prima facie defense for the respondent.
 - • Remember that conduct appearing to be welcome or tolerated in the eyes of one person may offend another, and could form the basis for complaint being filed.

WHAT SHOULD YOU DO?

1. Tell someone you trust, such as a friend or co-worker.
2. Write down everything you can remember about the harassment, including names of anyone who may have witnessed it.
3. If you feel you can do it, confront the harasser and say "NO. Don't do that again!" (If you are able to do this, make notes afterward about what you said and how the other person responded.)
4. If you don't feel you can confront the harasser, you can write her/him a letter stating what the offensive behavior was, when and where it happened, and that it must stop. Keep a copy

of the letter, and send a copy to the harasser by registered mail.

5. If you have tried steps 3 or 4, or if you feel that you are unable to do either of them, tell your supervisor, your supervisor's manager, or directly contact Deborah Petersen-Perlman, Director, at 218-726-6849, or Cathy Rackliffe, Intake Coordinator, Office of Equal Opportunity, 269-273 Darland Administration Building, 218-726-6827. TTY: 218-726-6115.
6. Being a victim of harassment is a very disturbing experience. It can cause feelings of anger, confusion, and even guilt. Sometimes the person being harassed incorrectly feels responsible, thinks that somehow if s/he had done something differently, it wouldn't have happened. These feelings are normal. The person being harassed is not to blame. There is help available for dealing with the distress of being the object of harassment.

Employees may contact St. Luke's Employee Assistance Program 24-hours a day, 365 days a year, to make an appointment or for information: 1.218.249.7077 or 1.888.355.8495

- Students may contact the UMD Health Services at 218-726-6967 or 218-726-8155.
- Women's Resource and Action Center at 218-726-6292 or 218-726-8155.
- Minnesota Department of Human Rights at 612-296-5663 or 1-800-657-3704.

SEXUAL HARASSMENT IS ILLEGAL
AND MUST BE REPORTED

03/26/07 rev.