

DO YOU HAVE ANY QUESTIONS OR CONCERNS?

Just ask...

the Sexual Harassment Advisor

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THE
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SEXUAL HARASSMENT

SOME

QUESTIONS & ANSWERS

FOR THE

UNIVERSITY COLLEGE OF THE CARIBOO

CAMPUS COMMUNITY

WHAT IS SEXUAL HARASSMENT?

Sexual harassment is not necessarily physical. The University College of the Cariboo defines sexual harassment as unwelcome sexual comments, gestures or physical contact. Sexual harassment might include the promise of reward for a person who complies or the threat of punishment for someone who does not comply. However, implicit or explicit terms of reward or punishment are not always involved. Sexual harassment includes any sexual comment, gesture or physical contact which creates an intimidating, hostile or offensive environment for any member of the campus community. Sometimes a single incident or event may not obviously be sexual harassment, but if such incidents are repeated, they may constitute sexual harassment.

WHO IS MOST LIKELY TO BE HARASSED?

Anyone. Sexual harassment often involves unequal power between the concerned parties, and so some people think that a boss may harass an employee, or a professor may harass a student, but that these situations can not be reversed. Power is not always linked to a person's position in the work place or institution, though. Sexual harassment might simply be repeated, unwanted sexual advances from another person in the campus community. It is possible, therefore, for a student to harass a professor; it is also possible for one student to harass another student. Typically, sexual harassment involves women as victims, but men and women may be harassed by members of either sex.

HOW CAN YOU BE SURE YOU'RE BEING HARASSED?

Any sexual behaviour which makes you uncomfortable should be cause for concern but perhaps not cause for alarm. However, if you clearly tell a person that his or her behaviour is unacceptable, and he or she persists in that behaviour, or if you are afraid to tell that person that his or her behaviour is unacceptable because you fear the consequences (grades, job evaluations), then your next step should be to visit the Sexual Harassment Advisor. Anything that you tell the Advisor is strictly confidential, and visiting the Advisor does not mean that you must make an official complaint. At this stage the Advisor will help you to determine whether you are being harassed and give you advice about how to deal with the situation. If you decide to make an official complaint, the Advisor will explain the Sexual Harassment Procedures and Policy of The University College of the Cariboo.

WHAT SHOULD I DO ABOUT IT?

You should not tolerate sexual harassment. The Sexual Harassment Procedures and Policy apply to all students, faculty and staff at the University College. If any member of the campus community finds him or herself in a hostile situation, the values of the University College as a whole are at stake. If you think you are being sexually harassed, see the Sexual Harassment Advisor. If you want to know how you can play a role in stopping sexual harassment, attend one of the educational workshops scheduled each term. Sexual harassment will not be tolerated on this campus.