

---

## RESOURCES (415)

### On Campus

The SAFE Place (Sexual Harassment Advisor\*) SSB 205 **338-2819**

Student Affairs (Sexual Harassment Officer) SSB 403 **338-2032**

Graduate Studies ADM 253 (Sexual Harassment Officer) **338-2231**

Counseling & Psychological Services SSB 208 **338-2208**

**Police Emergency: UPD** (University Police Department) **338-2222** or **911**

### Off Campus

California Department Of Fair Employment and Housing (DFEH) **800.884.1684**

Equal Employment Opportunity Commission (EEOC) **625-5600**

San Francisco Department on the Status of Women Sexual Harassment Hotline **252.2570**

U.S. Government Department of Education, Office of Civil Rights (OCR) **556.4275**

**Police emergency: 911** (Call if you have been physically assaulted or are in immediate danger of physical assault from the harasser.)

\*A list of sexual harassment advisors is available from The SAFE Place, Dean of Students and Graduate Division.

---

### San Francisco State University Policy

Sexual Harassment is a form of discrimination. It violates University Policy and is illegal (University Executive Order #95-18), Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972.

Individuals who sexually harass others may be subject to suspension or expulsion from the University. SFSU Sexual Harassment Policy can be found online. Scroll down to ***Sexual Harassment Policy and Procedures University Executive Order #95-18.***

[http://www.sfsu.edu/~hrwww/ueo/ueo\\_95\\_18.html](http://www.sfsu.edu/~hrwww/ueo/ueo_95_18.html)

The SAFE Place  
Student Services Bldg., Room 205  
Phone: 415/338-2819

*The S.A.F.E. Place Peer Educators 2003  
May be reproduced for educational purposes*



# Sexual Harassment

---

San Francisco State University



Sexual Abuse Free Environment

Tel: 415.338.2819  
[http://www.sfsu.edu/~safe\\_plc/](http://www.sfsu.edu/~safe_plc/)

---



**SEXUAL HARASSMENT MAY INCLUDE**

- ~Unwanted requests or demands for sexual favors
- ~Rewards for accepting advances
- ~Punishment for refusing advances
- ~Comments about your body
- ~Intrusive questions about your sexual activity, or orientation
- ~Display of sexually explicit material
- ~Criminal acts such as harassing phonecalls, stalking and any form of sexual assault

**What About Flirting?**

Flirtation that is desired and consensual is not considered sexual harassment.

<b>Sexual Harassment</b>	<b>Flirting</b>
Is one sided	Is reciprocal
Is offensive	Is flattering
Is degrading	Is a compliment
Is unwanted	Is desired

**Men and Sexual Harassment**

Men also have the right to an abuse-free environment. 15-30% of men report experiencing some type of sexual harassment in the workplace or school.

**GLBT and Sexual Harassment**

California law AB537 prohibits anti-gay harassment in schools, including gender identity over and above the protection of the US constitution and Title IX.

**If You Are Being Harassed**

**Don't ignore it!** –If someone makes you uncomfortable, you have the right to do something about it. Trust your inner feelings and take assertive action.

**Tell the harasser to stop** – Tell the harasser to stop so they understand their behavior bothers you. If you are uncomfortable telling them, you could write a letter discussing their behavior and say how it has harmed you. Often, assertive action is enough to make the behavior stop. If not, YOU ARE BEING HARASSED.

**Keep a record of all incidents** – Note the time, dates, places, actions, quotes and your responses.

**Report all incidents** – SFSU has Sexual Harassment Advisors available to serve as sources of the initial information to any individual who has a complaint or who needs information about sexual harassment. To file a complaint, contact a Sexual Harassment Officer. The names of advisors/officers are available in the following offices: Dean of Students and Graduate Division. The SAFE Place can also provide a list.

**Get support** – No one deserves to be sexually harassed. Seek out someone who understands, such as family, friends, advocates or a professional counselor.

<http://www.casafeschoolscoalition.org>

Bravo and Cassidy (1992) The 9 to 5 Guide to Combating Sexual Harassment; SFSU Sexual Harassment Policy.

**WHAT IS SEXUAL HARASSMENT?**

Sexual harassment occurs when a student, staff or faculty member of SFSU interferes with another's access to education or employment by giving them unwanted sexual attention.

**CONSEQUENCES**

According to the University Policy, inappropriate conduct by students are subject to discipline as provided in Sections 41301 through 41304 of Title 5, California Education Code of Regulations. Any student of a campus may be expelled, suspended, placed on probation or given a lesser sanction, depending on offense. Harassment conducted by faculty/staff is unprofessional conduct. Faculty are subject to discipline for those actions that exert a harmful effect upon the academic functions of the University, those that adversely affect the teaching process, students, other faculty members, or the proper administration of the University. Sexual Harassment Officers investigate complaints and recommend action to the President of SFSU. Progressive discipline may ensue, including possible loss of employment.