

RESOURCES

On Campus

The SAFE Place - SSB 205 (Sexual Harassment Advisor*)	338-7233
Student Affairs - SSB 403 (Sexual Harassment Officer)	338-2032
Graduate Studies - ADM 253 (Sexual Harassment Officer)	338-2231
Counseling & Psychological Services - SSB 208	338-2208
Police Emergency: UPD (University Police Department)	911

Off Campus

San Francisco Commission on the Status of Women Sexual Harassment Hotline	252-2570
U.S. Government Department of Education Office of Civil Rights	556-7000
Equal Employment Opportunity Commission (EEOC)	744-6500
California Department Of Employment and Housing (DFEH)	557-2005
ERA (Equal Rights Advocates)	621-0505

Police emergency: 911

**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.

Sexual Harassment Policy and Procedures University Executive Order #95-18

http://www.sfsu.edu/~hrww/w/ueo/ueo_95_18.html

The SAFE Place
Student Services Bldg., Room 205
Phone: 415/338-7233

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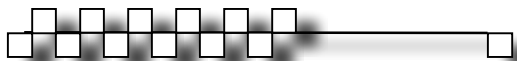
Sexual Harassment

The **SAFE** Place



Sexual Abuse Free Environment
SF State

Tel: 415.338.7233
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 phone calls, stalking and any form of sexual assault

What About Flirting?

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

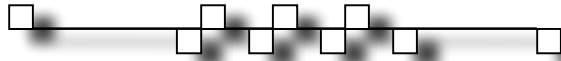
Sexual Harassment	Flirting
Is one sided	Is reciprocal
Is offensive	Is flattering
Is degrading	Is a compliment
Is unwanted	Is desired

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.

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

www.safeschoolcoalition.org, www.sfsu.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 interferes with another's access to education or employment by giving them unwanted sexual attention.

CONSEQUENCES

Inappropriate and disruptive conduct by students is 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 the offense.

Harassing conduct by faculty and staff members is unprofessional conduct. Employees 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.

"Formal complaint, reprimand, grievance, or disciplinary procedures are governed by the policies, codes, executive orders, or contracts applicable to the bargaining unit or employment category to which the alleged harasser belongs." -- **Sexual Harassment Policy and Procedures University Executive Order #95-18**

Please note: The University discipline process does not prevent the victim from pursuing criminal charges or civil action against the accused.

