

Title: Sexual Harassment

Policy  
No.: ADM 4.31

Date:  
Rev.: 6/27/2008

Areas Affected: All BSMSO Faculty

Page 1 of 1

**POLICY STATEMENT:**

It is the policy of Bon Secours Memorial School of Nursing that sexual harassment of any student, faculty member, staff/client or other individual will not be permitted or condoned; sexual harassment is unacceptable in any form and will not be tolerated. Those engaged in such harassment will be subject to disciplinary action, including dismissal.

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature may all be deemed sexual harassment when:

1. Submission to such conduct is explicitly or implicitly a condition of the individual's educational experience.
2. Submission to or rejection of such conduct is used as the basis for academic decisions affecting the individual.
3. Such conduct has the purpose or effect of interfering with a student's ability to participate in or benefit from the educational program.
4. A hostile or abusive environment is created by such actions.

Students who feel they have been subjected to sexual harassment are encouraged to report it to the Dean or Assistant Dean for Student Services.

Reference Policy # \_\_\_\_\_

**Approved by:**

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Title

\_\_\_\_\_  
Date

**Approval History:**

Committees and Dates:  
Assistant Dean of Students 6/08  
Faculty Forum –  
Faculty Organization -

Key words: Sexual Harassment