Sexual Harassment
Annual Compliance Training
Objectives

By the end of this lesson, you should be able to:

- Recognize UTHealth’s policy against sexual harassment.
- Recall what constitutes sexual harassment.
- Describe your obligations on who and where to report sexual harassment.
UTHealth’s EEO Statement

The University of Texas Health Science Center (“UT Health”) is an equal opportunity and affirmative action employer. UTHealth prohibits discrimination against any applicant or employee based on race, color, religion, national origin, sex, age, sexual orientation, mental or physical disability, genetic information, veteran’s status or any other basis protected by applicable law. UTHealth also prohibits harassment of applicants or employees based on any of these protected categories or any other basis protected by applicable law.

Questions or Complaints related to this policy should be directed to:

Human Resources-Equal Opportunity
7000 Fannin St, Suite 150
Houston, TX  77030-5401
Tel: 713.500.3079
Discrimination and Harassment

UTHealth prohibits discrimination and/or harassment by any member of the university community on the basis of:

- Mental or Physical Disability
- Genetic Information
- Veteran's Status
- Any Basis Prohibited by Law
- Veteran's Status
- Genetic Information
- Mental or Physical Disability
- Sexual Orientation
- Age
- Sex
- National Origin
- Religion
- Color
- Race

Click here to review HOOP 183
Sex discrimination is prohibited by UTHealth’s Policy against Discrimination & Harassment HOOP 183.

Sexual Harassment is a form of sex discrimination.

UTHealth policy applies to the conduct of ALL members of the university community, including departmental administrators, faculty, staff, students, residents, fellows, trainees, volunteers, vendors, consultants, observers, visitors, and applicants for employment or admission.
Harassment Defined

Materially interfering with an individual’s or group’s academic or work performance

Creating a hostile environment

Consisting of severe or pervasive conduct

Sexual Harassment is Defined As:
An unwelcome verbal, written or physical behavior of a sexual nature, directed at someone or a group, because of that person’s or group’s sex or based on gender stereotypes.
Hostile Environment
The behavior has the purpose or effect of substantially interfering with another’s work or educational performance by creating an intimidating or hostile environment, education or participation in a University-affiliated activity.

Quid Pro Quo
Submission or consent to a request for sexual favors or sexual conduct is believed to carry benefits or consequences for an individual’s education, employment or participation in University affiliated activity.
Reporting Obligations

**Supervisors** who receive a complaint of discrimination or harassment **must** report it to:

Human Resources-Equal Opportunity

**Employees** who want to make a complaint of discrimination or harassment can report it to:

- Their Supervisor
- Another Supervisor
- Human Resources-Equal Opportunity
- Office of Institutional Compliance

Equal Opportunity Advisor
Human Resources-Equal Opportunity
713.500.3079
Whom Do I Contact?

If you feel you have been discriminated against or harassed or have any questions, contact the Equal Opportunity Advisor:

- 713.500.3079

If you want to report your concerns anonymously, contact the Compliance Hotline:

- 1.888.472.9868

If you want to file a Web Report:

https://www.tnwgrc.com/WebReport/
Sexual Harassment Conduct

Introduction
Click each topic to learn more about Sexual Harassment Conduct.

After clicking each topic, wait for the arrow to blink and turn blue before clicking to proceed.

- Of a Sexual Nature
- Of a Non-Sexual Nature
- Affects Working Conditions or Creates a Hostile Work Environment
- Severe or Pervasive
Sexual Harassment Conduct

Introduction

Of a Sexual Nature

- **Verbal/Written**: Comments about clothing, personal behavior, or a person’s body; sexual or sex-based jokes; requesting sexual favors or repeatedly asking a person out; sexual innuendoes; telling rumors about a person’s personal or sexual life; sending emails or text messages of a sexual nature

- **Physical**: Assault; impeding or blocking movement; unwelcome touching of a person or a person’s clothing; kissing, hugging, patting, stroking

Of a Non-Sexual Nature

Affects Working Conditions or Creates a Hostile Work Environment
Sexual Harassment Conduct

Of a Sexual Nature

Non-sexual conduct may also be sexual harassment if you are harassed because you are female, rather than male, or because you are male, rather than female.

For example, it may be sexual harassment if you are a woman working as a carpenter on an all-male job, and you are the only one whose tools are hidden by your male co-workers.

Affects Working Conditions or Creates a Hostile Work Environment
Sexual Harassment Conduct

- **Of a Sexual Nature**
- **Of a Non-Sexual Nature**
- **Affects Working Conditions or Creates a Hostile Work Environment**
  - It may be sexual harassment if the conduct unreasonably interferes with your work performance or creates an “intimidating, hostile, or offensive work or academic environment.”
  - For example, it may be sexual harassment if repeated sexual comments make you so uncomfortable at work that your performance suffers or you decline professional opportunities because it will put you in contact with the harasser.

- **Severe or Pervasive**
Sexual Harassment Conduct

Severe or Pervasive

- The conduct of the harasser must be either severe or pervasive to be classified as sexual harassment.

- Although a single unwanted request for a date or one sexually suggestive comment might offend you and/or be inappropriate, it may not be sexual harassment. However, a number of relatively minor separate incidents may add up to sexual harassment if the incidents alter the conditions of employment.
Contact Information

- The Human Resources Equal Opportunity Advisor investigates complaints of discrimination or harassment.
- If you feel you have been discriminated against or harassed or have any questions, contact:

  - Compliance Hotline
    - 1- (888) 472-9868
  - Equal Opportunity Advisor
    - (713) 500-3079
  - To report anonymous concerns
    - 1- (888) 472-9868
  - To file a web report
    - https://www.tnwgrc.com/WebReport/