

TITLE IX

Preventing Sexual Harassment: Establishing Boundaries

The following activities/actions could easily be interpreted as sexual harassment, and should be avoided:

- Comments about another's looks, clothing or body
- Repeated requests for dates
- Invitations to participate in non-work-related activities
- E-mails unrelated to work or academic tasks
- Comments such as, "Hey, give me a smile"
- Public humiliation or embarrassment
- Leaning over and invading another's space, or unwanted touch
- Offering transportation or financial assistance
- Interactions on social media
- Meeting alone with an individual behind closed doors
- Inviting a sole individual to your residence
- Calling someone by a nickname rather than their given name

The following activities/actions are always interpreted as sexual harassment and should never be engaged in:

- Leering
- Wolf whistles
- Discussion of one's partner's sexual inadequacies or one's sex life with a student or fellow employee
- Sexual innuendo
- Comments about men's or women's bodies
- "Accidentally" or intentionally touching sexual parts of another's body
- Lewd and threatening letters
- Tales of sexual exploitation
- Sexist and insulting graffiti
- Sexist jokes and cartoons
- Hostile put-downs of women or men
- Displaying or talking about pornography
- Pressing or rubbing up against another person
- Soliciting sexual services
- Stalking
- Indecent exposure
- Direct sexual advances or propositions, including higher-ranked employees or professors asking for sexual favors from lower-ranked employees or students
- Creating a hostile environment using sexist jokes or remarks, or by pinning up sexually explicit or pornographic photos

