

San Jose State University *****

Sexual Harassment Policy and Complaints SJSU is committed to maintaining a working and learning environment free from sexual harassment for its students, employees and those who apply for employee or student status. Sexual harassment is conduct subject to disciplinary action.

CSU policy defines sexual harassment to include "such behavior as sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature directed towards an employee, student or applicant when one or more of the following circumstances are present:

- Submission to or toleration of the conduct is an explicit or implicit term or condition of appointment, employment, admission or academic evaluation
- Submission to or rejection of such conduct is used as a basis for a personnel decision or an academic evaluation affecting an individual
- The conduct has the purpose of interfering with an employee's work performance or creating an intimidating, hostile, offensive or otherwise adverse working environment
- The conduct had the purpose or effect of interfering with a student's academic performance, creating an intimidating, hostile, offensive or otherwise adverse learning environment, or adversely affecting any student.

All complaints dealing with sexual harassment should be directed to the Director, Office of Equal Opportunity, who has been designated to investigate such allegations.

San Jose State University Foundation *****

Sexual Harassment Policy The SJSU Foundation maintains a strict policy prohibiting sexual harassment in any form. The Foundation will take all reasonable steps to prevent discrimination and harassment from occurring. Sexual harassment is defined as unwanted sexual advances, requests for sexual favors or visual, verbal or physical conduct of a sexual nature when:

- Submission to such conduct is made a term or condition of employment; or
- Submission to or rejection of such conduct is used as a basis for employment decisions affecting the individual; or
- Such conduct has the purpose or effect of unreasonably interfering with an employee's work performance or creating an intimidating, hostile or offensive working environment.

Employees experiencing such harassment should file a complaint with their supervisor or with the Director of Human Resources (408) 924-1411. Employees may also contact the local office of the Equal Employment Opportunity Commission (EEOC) or the Department of Fair Employment and Housing (DFEH).