Sexual Harassment

What is Sexual Harassment?

Sexual Harassment is a form of sex discrimination. Sexual harassment is unwelcome sexual advances or behavior which affects employment decisions, makes the job or academic environment offensive or hostile, or unreasonably interferes with work performance.

What types of behaviors are considered Sexual Harassment?

Sexual harassment includes, but is not limited to:

- Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:
  - Submission to the conduct is either an explicit or implicit term or condition of employment, basis for participation or advancement in an academic program, or basis for participation in a University activity or benefit, or basis for a vendor, contractor customer's ability to do business with the University;
  - Submission to or rejection of such conduct by an individual influences employment decisions affecting the individual such as salary, wages, or performance evaluation, benefits, grade, or academic advancement in the case of an employee or student or business decisions affecting the individual or his/her company in the case of a vendor, contractor or customer; or
  - Such conduct has the purpose or effect of interfering with an individual's work performance and is sufficiently severe and pervasive that it creates an intimidating, hostile, or offensive environment.

Consult with HR

As a supervisor, you should work closely with HRS when dealing with discrimination or harassment claims. Please call a Human Resource Services Employee Relations Representative at 426-1616. See Boise State Policy #1060 for full details on this subject.