

SEXUAL HARASSMENT/PORNOGRAPHY POLICY

PURPOSE

University Libraries will use this policy when determining what constitutes sexual harassment/pornography within the library. In addition, this policy outlines the procedures to be taken should a user report incidents of sexual harassment or pornography.

DEFINITION

The University Libraries will abide by the following protocol when users report cases of sexual harassment/pornography.

SCOPE

This policy is to help users understand the definitions of both sexual harassment and pornography within the library, where to report incidents to, and what steps library staff and administration will take to deal with these incidents.

POLICY

The inappropriate display of sexually explicit materials is covered under the University's Anti-Harassment Policy:

The University will not tolerate sexual harassment of any member of the campus community. Pursuant to Title VII of the Civil Rights Act of 1964 and Title IX of the Educational Amendments of 1972, "sexual harassment" is defined as:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, when such conduct has the purpose or effect of interfering with the individual's work or educational performance, or of creating an intimidating, hostile, or offensive working and/or learning environment.

Conduct that constitutes sexual harassment includes, but is not limited to, the inappropriate display of sexually explicit pictures, text, printed materials, or objects that do not serve an academic purpose. (*University Policy Manual*, 11/04)

According to Illinois law, the creation, reproduction, dissemination, or possession of child pornography is a criminal matter (*720 ILCS 5/11-20.1*). If persons are caught engaging in such behavior in the University Libraries, the Office of Public Safety (OPS) will immediately be summoned.

Persons whose conduct may constitute sexual harassment will be asked to modify their conduct or leave the library. If they persist in inappropriate behavior or refuse to leave, OPS will be summoned at 298-1949.

Complaints about sexual harassment or pornography should be directed to the nearest public service desk or the Library Administrative Office.

REVIEW

This document will be reviewed by Library Administration on an annual basis.



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Approved/Signature

Date

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