

## IUPUI School of Science Statement on Reporting Harassment or Sexual Harassment

*Approved at April 2019 Steering Committee Meeting*

As a new employee, researcher, or person traveling on university business, including field trips and conferences, we want you to be aware of what harassment is and what to do in the case that feel you have been harassed. The IUPUI School of Science is committed to providing a safe and respectful work environment, free of any form of harassment. Harassment can take many forms and may be verbal, written, physical or electronic. Harassment in a joking manner still constitutes unacceptable behavior, even if it was unintended as such. Definitions are provided to help prevent and identify behavior considered completely unacceptable by Indiana University.

**Harassment** is prohibited by Federal law. It is defined as any unwelcome verbal or physical conduct based on race, color, religion, sex (includes sexual harassment and discrimination based on pregnancy), disability, age, national origin, sexual orientation, and protected genetic information that is so objectively offensive as to alter the conditions of the individual's employment. Harassment unreasonably interferes with an employee's performance, and can create an intimidating, hostile, or offensive work environment. Any retaliation against an individual who has brought forth a complaint alleging harassment is similarly unlawful.

**Sexual Harassment** includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when the conduct is made as a condition of employment and when the conduct creates an intimidating, hostile, or offensive working environment. Sexual Harassment is one form of **Sexual Misconduct**, which also includes sexual assault, other forms of sexual violence, dating violence, sexual exploitation, and stalking.

If at any time you feel that a member of the IUPUI community, regardless of organizational affiliation, is violating any of these principles and standards, please speak up.

**If you are a student, graduate or undergraduate**, and you've experienced:

- *any type of sexual misconduct*, contact IUPUI's Confidential Advocacy Resource:  
Christine Kong'u  
317-274-5715  
ckungu@iu.edu  
stopsexualviolence.iu.edu
- *harassment or bullying*, contact:  
Jason Spratt  
317-274-4431  
jtspratt@iupui.edu

**If you are staff or faculty** and you've experienced:

- *any type of sexual misconduct, harassment or bullying*, contact:  
Anne Mitchell  
Office of Equal Opportunity  
317-278-9230  
amitch29@iupui.edu

*The School of Science does not tolerate harassment or sexual harassment, and will take action to prevent and address such misconduct in accordance with the Non-Discrimination/Equal Opportunity/Affirmative Action Policy ([UA-01](#)) or the Sexual Misconduct Policy ([UA-03](#)). For more information, see the IU [Stop Sexual Violence](#) website.*