

## **Sexual Harassment Policy**

Pursuant to Baker College's policy of equal employment opportunity, the College will maintain a working/educational environment for its employees and students which is free from sexual harassment. Sexual harassment is illegal and against the policies of this College.

Sexual harassment involves making unwelcome sexual advances or requests for sexual favors or other verbal or physical conduct of a sexual nature a condition of employment/ education, making submission to or rejection of such conduct the basis for employment/educational decisions, or creating an intimidating, offensive, or hostile working/educational environment by such conduct.

The following are examples of sexual harassment:

**Verbal:** Sexual innuendo, suggestive comments, insults, threats, jokes about gender-specific traits, and sexual propositions;

**Nonverbal:** Making suggestive or insulting noises, leering, whistling, and making obscene gestures;

**Physical:** Touching, pinching, brushing the body, coercing sexual intercourse, and assault.

Any employee/student who believes he or she has been the subject of sexual harassment should report the alleged conduct immediately to Rosemary Zawacki, 1050 West Bristol Road, Flint, MI 48507; 810-766-4028; e-mail at [rosemary.zawacki@baker.edu](mailto:rosemary.zawacki@baker.edu).

A confidential investigation of any complaint will be undertaken immediately. Any employee/student found by the College to have sexually harassed another employee/student will be subject to appropriate disciplinary sanctions ranging from a warning in his/her file up to and including termination/expulsion. Retaliating or discriminating against an employee/student for complaining about sexual harassment is prohibited.

The College recognizes that the issue of whether sexual harassment has occurred requires a factual determination based on all evidence received. The College also recognizes that false accusations of sexual harassment can have serious effects on innocent men and women. We trust that all employees/students will continue to act in a responsible and professional manner to establish a pleasant working/educational environment free of sexual harassment.