

Sexual Harassment

It is the policy of Villanova University to maintain an employment and educational atmosphere free of any pressures on employees and students relating to sexual harassment. Consistent with applicable federal and state laws, the University endorses the objective that employees and students be free of situations where sexual considerations form the basis for business or educational decisions. Sexual harassment may be described as unwelcome sexual advances, requests for sexual favors, and other physical, visual, or verbal behavior of a sexual nature where:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or education;
- Submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting the individual; or,
- Such conduct has the purpose or effect of unreasonably interfering with an individual's academic or professional performance or creating an intimidating, hostile, or demeaning employment or educational environment.

Sexual harassment will not be tolerated at Villanova University, and employees or students who engage in such conduct are subject to the full range of the University's disciplinary policies. Any employee or student who believes that they have been a victim of sexual harassment should bring the problem immediately to the attention of the University's Titles IX Coordinator, Ryan Rost, (610) 519-8805. Individuals should refer to the University's Policy on Sexual Harassment for the University's definition of sexual harassment and the procedures to follow. If a case potentially raises issues of sexual harassment and one or more other forms of discrimination or harassment, the University shall determine the appropriate procedure to follow.