



Sexual Harassment Prevention

IN THIS SECTION

Frequently Asked Questions

What is the reach and impact of sexual harassment?

Studies show that no segment of the college community is immune from sexual harassment. Anyone can be sexually harassed regardless of gender, age, appearance, or status. However, virtually every survey and study indicate that sexual harassment is directed at many more women than men.

- Studies documenting sexual harassment of college students by faculty or staff indicate that between 20 to 30 percent of undergraduate women have experienced sexually harassing behavior.
- In a few studies that have examined student-to-student harassment at colleges, as many as 90 percent of undergraduates women report at least one negative experience from male students.





- The studies that have examined the incidence of college faculty workplace sexual harassment show 20 to 50 percent of women faculty members reporting some form of sexual harassment in the workplace.

- Data for non-academic employees in educational institutions is sparse. Workplace estimates of sexual harassment range from 40 to 75 percent, with some studies reporting higher numbers.

How is sexual harassment legally defined?



Both male and female students and employees are legally protected against sexual harassment. Title VII of the Civil Rights Act of 1964 prohibits gender discrimination in employment. Federal Regulations provide that unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment.
2. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting that individual.
3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

Students are protected from sexual harassment under Title IX of the Educational Amendments Act of 1972. That law provides no person shall, because of his or her gender, be excluded from participation in or denied the benefits of any educational program or activity that receives federal funds. The Office of Civil Rights, in its 2001 "Revised Sexual Harassment Guidance," stated:

Sexual harassment is unwelcome conduct of a sexual nature. Sexual harassment can include unwelcome sexual advances, requests for sexual



Murray State Sexual Harassment Policy

What is the practical definition of sexual harassment?

In practical terms, there are two kinds of sexual harassment which may generally be described as follows:

Quid Pro Quo: In which employment or educational decisions or expectations (e.g., hiring decisions, promotions, salary increases, shift or work assignments, performance expectations, grades) are based on employee's/students' submission to unwelcome sexual advances.

Examples of quid pro quo harassment:

- Demanding sexual favors in exchange for a promotion, raise or grade
- Disciplining or firing a subordinate/student because of a romantic relationship
- Changing performance expectations/grades after a subordinate/student refuses repeated requests for a date

Hostile Environment: In which verbal or non-verbal behavior in the workplace or academic environment

1. Focuses on the sexuality of another person or occurs because of the person's gender;
2. Is unwanted or unwelcomed; and
3. Is severe or pervasive enough to affect the person's work/academic environment



- Suggestive pictures, posters, calendars or cartoons
- Leering, stares, or inappropriate gestures
- Repeated requests for dates
- Excessive attention in the form of love letters, telephone calls, text messages or gifts
- Touching-brushes, pats, hugs, shoulder rubs or pinches

Can you be retaliated against for reporting sexual harassment?

Federal law and university policy prohibit retaliation against any individual reporting or opposing sexual harassment. The university is committed to the protection from retaliation of those making a complaint, inquiry, or reporting, and/or participating in university grievance procedures.

Why don't victims speak out?

Fear

- Fear of loss of job opportunities.
- Fear of rejection by co-workers.
- Fear of being labeled a “trouble-maker” or a “feminist.”
- Fear of not being considered a “team player.”



- Fear of not being believed.
- Fear of being “wrong.”

Where do you go for help?

For additional information on university policies and grievance procedures contact

Office of Equal Opportunity and Title IX

103 Wells Hall

Murray, KY [42071-3318](tel:42071-3318)

[270.809.3155](tel:270.809.3155)

TDD: [270.809.3361](tel:270.809.3361)

For general support and/or counseling contact

University Counseling

104C Oakley Applied Science Building

Murray, KY [42071-3305](tel:42071-3305)

[270.809.6851](tel:270.809.6851)

For general support and/or advocacy contact

Oakley Resource Center and Student Lounge

C102 Oakley Applied Science Building

Murray, KY [42071-3305](tel:42071-3305)

[270.809.3140](tel:270.809.3140)

To seek medical attention contact

On-Campus Health Services Provider

136 Wells Hall

Murray, KY [42071-3318](tel:42071-3318)



Murray, KY [42071-3318](tel:270.809.3318)

[270.809.3155](tel:270.809.3155)

TDD: [270.809.3361](tel:270.809.3361)

To report a criminal activity or to file a criminal charge contact

Murray State Police Department and Emergency Management

Corner of Chestnut and 16th Streets

Murray, KY [42071-3317](tel:270.809.3317)

[270.809.2222](tel:270.809.2222)

Preparation of these web pages includes materials from: The Thompson Publishing Group, Inc. (1993-1994). Educator's Guide to Controlling Sexual Harassment. Washington, D.C.: Author; Quality Media Resources (1992). Subtle Sexual Harassment, "The Issue is Respect." Bellevue, Wash.: Author.

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