

# AN ENVIRONMENT OF RESPECT



Title IX protects individuals from discrimination based on sex in any educational program or activity operated by recipients of federal financial assistance. Sexual harassment is one form of sex discrimination prohibited by Title IX. ASU takes its Title IX obligations seriously and works to foster an environment for students free of sexual harassment.

*Whether a student's learning environment is in a classroom, is off-site as part of an intern/externship, or simply part of a student's experience at ASU, ASU's duty under Title IX does not change. As a University, we are committed to working with our community partners and their employees who interact with our students to foster a learning and working environment that is **built on respect and free of sexual harassment.***

- Jodi Preudhomme, ASU Title IX Coordinator

Although the ASU student is off-site during their intern/externship, the requirement to maintain a discrimination-free environment is still applicable. As such, please ensure all of your employees treat our students professionally and respectfully. As a reminder, there are some behaviors that are disrespectful and if allowed to continue could lead to sexual harassment. Examples of these unprofessional behaviors include:

- inappropriate jokes of a sexual nature or related to gender-specific traits (e.g., verbal, via email or an email attachment, over text or snapchat, during an off-duty lunch or event)
- using nicknames such as "babe," making comments about physical appearance such as "hot," or asking questions about wardrobe such as "what do you wear to sleep" or "what do you wear when you work out"
- sexual innuendos including compliments on appearance, dress, or physique
- eye contact, looks, or glances of a sexual nature
- physical touching (e.g., lingering hugs, back/shoulder rubs, flicking/patting/lightly touching the butt or breast, brushing up against a student who is typing or working)
- repeatedly standing too close to or brushing up against a person

Care should also be taken to ensure that the real or perceived authority of your employees is not used in a way that would make a student feel the need to engage in unwanted activity in order to receive future academic benefits. Examples include:

- asking a student (who may be counting on you for work, a special project, a recommendation, a reference, etc.) for a date, a personal phone number, or to engage in off-duty activities one-on-one.
- trying to spend personal time with a student under the guise of completing a "work project" after working hours or by asking questions such as "do you have a boyfriend/significant other," "what are your plans tonight," or "do you want to get a drink"
- asking a student to spend time outside of the professional environment in which you interact with him or her
- emailing/texting/posting on social media sites messages of a personal affection, requests to socialize/date, or inappropriate pictures
- flirting or focusing on gender factors when you interact with the student

Some of these behaviors may seem obviously inappropriate, but care must be taken to ensure that all individuals comply with ASU's expectation that the environment remain focused on respect and free of sexual harassment. If you see or hear of behavior that violates this expectation, you are encouraged to intervene, speak up, or contact ASU's Title IX Coordinator (480-965-0696).

In sum, we ask that you join us in supporting our students' academic endeavors and professional goals by building and maintaining respectful relationships.

## **ASU Policy: ACD 401: Prohibition Against Discrimination, Harassment and Retaliation**

This policy applies to all ASU employees, students, volunteers, contractors and agents; all ASU educational programs, activities, opportunities and benefits; all persons participating in or accessing ASU-sponsored programs and activities.

### **Policy**

Arizona State University is committed to providing an environment free of discrimination, harassment, or retaliation for the entire university community, including all students, faculty members, staff employees, and guests. ASU expressly prohibits discrimination, harassment, and retaliation by employees, students, contractors, or agents of the university based on any protected status: race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, gender identity, and genetic information.

Inappropriate conduct need not rise to the level of a violation of federal or state law to constitute a violation of this policy and to warrant disciplinary action/sanctions.

All individuals are responsible for participating in and assisting with creating and maintaining an environment at ASU free from all forms of prohibited discrimination, including harassment and retaliation.

### **Additional Contact Information:**

## **TITLE IX DEPUTY COORDINATORS**

### **FOR STUDENTS**

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**Duties and Responsibilities:** Title IX compliance for matters involving students

### **FOR ATHLETICS**

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**Duties and Responsibilities:** Title IX compliance for matters involving students in athletics

### **FOR FACULTY, STAFF & VISITORS**

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**Duties and Responsibilities:** Title IX compliance for matters involving faculty and staff