



STUDENT SEXUAL HARRASSMENT

POLICY

It is the policy of Sherman College of Straight Chiropractic to observe the right of all students to be treated fairly and with respect, regardless of race, sex, national origin, physical disability, age, or religion. Not only do Sherman College students have the right not to be discriminated against in matriculation practices or policies, but also they have the right to be free of sexual harassment.

The policies for students, faculty, staff and administrators are in keeping with the 1980 EEOC guidelines, which state that sexual harassment is a form of sexual discrimination. According to the principles of these guidelines, verbal and physical conduct of a sexual nature is harassment under the following conditions:

*When submission to, or rejection of such conduct by a student is either explicitly, or implicitly made a term or condition for decisions relating to an individual's grade, or standing in the classroom, or any other area of college activity by an instructor where said instructor has influence or responsibility.

*When such conduct has the purpose or effect of substantially interfering with an individual's scholastic performance or creating an intimidating, hostile, or offensive educational environment, either in, or out of the classroom, by either an instructor, student, or other individual.

All students are assured under this policy that Sherman College will not tolerate actions that can be construed as sexual harassment. Should an individual to which the provisions of this policy apply experience what said individual believes to be an act of sexual harassment, and said act is related to the individual, or family member's enrollment in class at Sherman College, and should it be the desire of said individual to make known to the Affirmative Action Officer (Business Manager) the facts of the alleged act in the form of an official complaint, then said individual must within five (5) days of the incidence of the alleged act submit a written request to the Dean of Student Services for review. The Dean of Student Services will forward all written requests to the Affirmative Action Officer for the purpose of officially airing his/her complaint.

Within five (5) days after receipt of a written complaint of alleged sexual harassment, the Affirmative Action Officer shall schedule a meeting for the purpose of affording the complainant the opportunity of presenting his/her allegations. The Affirmative Action Officer shall notify the complainant of the time and place of such hearing.

Within five (5) days after said hearing with the complainant, the Affirmative Action Officer will schedule a meeting with the individual named in the complaint affording this individual the



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opportunity of presenting his/her defenses.

If either party to the complaint wants to present his/her information to the entire Affirmative Action Committee, this request must be placed in writing to the Affirmative Action Officer.

Within five (5) days after conducting the individual meetings, the Affirmative Action Officer shall forward to the Administrative Council a report of said meetings and said report shall include, among other things, the findings as well as recommendations for correcting the discriminatory condition should it be determined that such condition does, in fact, exist or did happen. If the proceedings result in a decision and/or recommendation, the Administrative Council may accept, reject, or render its own decision on said case. In any event, the Council shall within five (5) days after its receipt of said report, make known its decision in writing to the Affirmative Action Officer. One copy shall be furnished to the complainant, one copy shall be furnished to the individual named in the allegation and one copy shall be furnished to the Business Office and said copy shall be made a permanent part of the complainant's personnel records.