

SEXUAL HARASSMENT AWARENESS

Our community depends on trust and civility. A willingness to recognize the dignity and worth of each person at the University is essential to our mission. It is the responsibility of each person on campus to respect the personal dignity of others. We expect members of our University community to demonstrate a basic generosity of spirit that precludes expressions of bigotry.

Learning to understand the differences among us, as well as the similarities, is an important dimension of education, one that continues for a lifetime. Tolerance alone, however, is not enough. Respect and understanding also are needed. We should delight in our differences, and should seek to appreciate the richness and personal growth which our diversity provides to us as members of this community.

For many years the University has stressed that sexual harassment is not tolerated at Penn. As an employer and as an educational institution, the University is committed to eradicating sexual harassment. Sexual harassment in any context is reprehensible and is a matter of particular concern to an academic community in which students, faculty, and staff must rely on strong bonds of intellectual trust and dependence.

Agenda

- Sexual Harassment Overview
- Sexual Harassment at Penn
- A Review of Appropriate Behavior
- The Manager's Role in Dealing with Issues of Sexual Harassment
- Penn's Policy on Sexual Harassment

Objectives

- Understand the legal definition of sexual harassment and have a practical knowledge of the types of behavior that are prohibited.
- Understand the University's Policy on Sexual Harassment and how to address issues of prohibited conduct on campus.
- Be aware of the Manager's unique responsibilities in dealing with sexual harassment and creating a workplace that is respectful and productive.
- Understand the role and responsibilities of the Office of Affirmative Action and Equal Opportunities Programs.