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MIT POLICY ON HARASSMENT, third or fourth  
revision

~1980

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Offered to  
Other  
universities  
+  
corporations

## POLICY ON HARASSMENT

Any member of the XYZ Community who believes that he or she has been harassed is encouraged to raise the issue, or lodge a complaint, in accordance with the established complaint and grievance procedures of XYZ, described in Policies and Procedures, Section xx.y.

Harassment of any kind is unacceptable at XYZ and is in conflict with the policies and interests of XYZ. Moreover, many forms of harassment have been recognized as violations of the civil rights laws, by the U.S. Equal Employment Opportunity Commission, and by the courts.

Harassment is defined as verbal or physical conduct which has the intent or effect of unreasonably interfering with an individual's or group's educational and/or work performance at XYZ or creating an intimidating, hostile, or offensive educational and work environment on or off company premises. Harassment on the basis of race, color, sex, religion, national origin, or sexual orientation includes harassment of an individual in terms of a stereotyped group characteristic, or because of that person's identification with a particular group. With reference to sexual harassment, the definition also includes unwelcome sexual advances and requests for sexual favors which might be perceived as explicitly or implicitly affecting educational or employment decisions concerning an individual.

Anyone who feels that he or she has been harassed, is encouraged to follow the procedures specified in Section xx.y. These procedures provide for confidential counselling and a variety of options for the concerned person. Please also refer to the booklets, *Tell Someone* and *You Can Make a Difference*, for information which may be helpful.

May 1981

The third  
or  
fourth MIT  
harassment  
Policy

M.I.T. POLICY ON HARASSMENT  
(M.I.T. Policies and Procedures, Section 3.16)

Harassment of any kind is unacceptable at M.I.T. and is in conflict with the policies and interests of the Institute. Moreover, many forms of harassment have been recognized as violations of the civil rights laws, by the U.S. Equal Employment Opportunity Commission, and by the courts.

Harassment is defined as verbal or physical conduct which has the intent or effect of unreasonably interfering with an individual's or group's educational and/or work performance at M.I.T., or creating an intimidating, hostile, or offensive educational and work environment on or off campus. Harassment on the basis of race, color, sex, religion, national origin, or sexual orientation includes harassment of an individual in terms of a stereotyped group characteristic, or because of that person's identification with a particular group. With reference to sexual harassment, the definition also includes unwelcomed sexual advances and requests for sexual favors which might be perceived as explicitly or implicitly affecting educational or employment decisions concerning an individual.

Any member of the M.I.T. Community who believes that he or she has been harassed is encouraged to raise the issue, or lodge a complaint, in accordance with the established grievance procedures of M.I.T. described in Section 3.24.