



Sexual Harassment Statement

Colorado State University-Pueblo is firmly committed to maintaining a work and learning environment where students, faculty, and staff are treated with dignity and respect. Sexual harassment and acts of discrimination are illegal, often demeaning for the individual student or employee, and can disrupt the University's positive learning and working environment. All members of the University community have a responsibility to be aware of what behaviors constitute sexual harassment, to be responsible for their own actions, and to help create an environment free of sexual harassment.

Colorado State University-Pueblo defines sexual harassment as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when one or more of the following criteria are met:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or of academic status in a course, program, or activity.
- Submission to or rejection of such conduct by an individual is used as a basis for employment or academic educational decisions affecting such individual.
- Such conduct is sufficiently severe, persistent, or pervasive to have the purpose or effect of unreasonably interfering with an individual's work and/or academic educational performance or creating an intimidating, hostile, or offensive work and/or learning environment.

Retaliation against any person for filing a complaint, participating in, or cooperating in an investigation is prohibited.

If you believe that you have been sexually harassed or that you have been retaliated against for filing a complaint or participating in an investigation by anyone during your work and/or academic activities at Colorado State University-Pueblo, you should report this conduct immediately. You may report this conduct to an officer of the college, instructional dean, division/department director, Director of EEO/AA or a Human Resources representative.

The University has appointed a Director of EEO/AA who is responsible for the Affirmative Action/Equal Employment Opportunity policies of the University. Inquiries and/or complaints may be referred to that office in the Administration Building, Room 304A or by calling (719) 549-2210. The Director of EEO/AA or his designate will investigate all credible allegations of sexual harassment in a timely manner. The official Sexual Harassment Policy is available on the web at <http://www.csupueblo.edu/hr/>, the Affirmative Action Office or the Human Resources Office.

Complaints may also be referred to the Office for Civil Rights, U.S. Department of Education, 1961 Stout Street, Denver, Colorado 80294; the Colorado Civil Rights Division, 1560 Broadway St., Suite 1050, Denver, Colorado 80202; or the U.S Equal Opportunity Employment Commission, 303 East 17th Avenue, Denver, Colorado 80203.

Employee Signature

Date