Do Your Part to **Stop** Sexual Harassment

What is Sexual Harassment?

Sexual harassment is any unwelcome conduct of a sexual nature when such conduct has the purpose or effect of unreasonably interfering with an individual's performance, creating an intimidating, hostile, or offensive University environment, or limiting participation in University activities.

Some Examples of Sexual Harassment

- Pressure for a dating, romantic, or intimate relationship
- Unwelcome touching, kissing, hugging, or massaging
- Pressure for or forced sexual activity
- Unnecessary references to parts of the body
- Remarks about a person's gender or sexual orientation
- Sexual innuendoes or humor
- Obscene gestures
- Sexual graffiti, pictures, or posters
- Sexually explicit profanity
- Stalking or cyber-bullying
- Sexual assault

Notre Dame’s Policy on Sexual Harassment

Sexual harassment of faculty, staff, or students is prohibited and will not be tolerated at the University of Notre Dame. Allegations of sexual harassment are promptly and thoroughly investigated. A finding that the policy has been violated will result in appropriate sanctions such as training, counseling, verbal and/or written warning, suspension, termination, or dismissal. The complete sexual harassment policy is available in du Lac for students, the Human Resources Policy Manual for staff, the Faculty Handbook for faculty, and on the Office of Institutional Equity’s website.

Retaliation Not Permitted

Any attempt by a faculty member, staff, or student to penalize or retaliate in any way against a person making a report of sexual harassment or participating in an investigation of sexual harassment is completely prohibited. The University will treat retaliation as a separate incident subject to appropriate disciplinary/corrective action.

Who Can Help?

Faculty, staff, and students may discuss sexual harassment concerns with their supervisor, a Sexual Harassment Contact Person, a Sexual Harassment Ombudsperson, or the Office of Institutional Equity.

Sexual Harassment Contact Persons

- **Dr. William Stackman**, Student Affairs Deputy Title IX Coordinator, 631-5550
- **Mark Kocovski**, Director, HR Consulting, 631-0443
- **Sharon Hawkins**, Sr. HR Consultant, 631-4236
- **Bernard Akatu**, HR Consultant, 631-2280
- **Jenny Borg**, HR Consultant, 631-0288
- **Merri Deal**, HR Consultant, 631-5900
- **Lori Maurer**, HR Consultant, 631-4667
- **Kara Palmer**, HR Consultant, 631-1701
- **Laura Picking**, HR Consultant, 631-1396
- **Fatimah Stone**, HR Consultant, 631-3007
- **Lisa Yates**, HR Consultant, 631-8010

Sexual Harassment Ombudsperson

- **Anita Kelly**, Sexual Harassment Ombudsperson, 631-3030
- **Dwight King**, Discriminatory Harassment Ombudsperson, 631-3909

Office of Institutional Equity

- **Sarah Wake**, Director, 631-0444

*Office of Institutional Equity, 100 Grace Hall; (574) 631-0444; [http://equity.nd.edu/](http://equity.nd.edu/); equity@nd.edu*