



Sexual Harassment Complaint Information

It is the policy of Stephen F. Austin State University (SFA), in accordance with federal and state law, to prohibit unlawful discrimination as outlined in University policy [2.11](#) (Discrimination Complaints/Sexual Harassment). Unlawful discrimination based on sex includes discrimination defined as sexual harassment.

What is Sexual Harassment?

Sexual harassment is a form of sex discrimination. It is described as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- submission to, or tolerance of, such conduct is made either explicitly or implicitly a term or condition of an individual's employment or education; or
- submission to, or rejection of, such conduct by an individual is used as the basis for academic or employment decisions (including admissions and hiring) affecting that individual; or
- such conduct has the purpose or effect of substantially interfering with an individual's academic or professional performance or creating an intimidating, hostile or offensive employment, educational or living environment.

Physical conduct that may constitute sexual harassment includes, but is not limited to,

- unwelcome intentional touching;
- deliberate physical interference with or restriction of movement; or
- sexual violence.

Verbal conduct that may constitute sexual harassment includes, but is not limited to,

- explicit or implicit propositions to engage in sexual activity;
- gratuitous comments, jokes, questions, anecdotes, or remarks of a sexual nature about clothing or bodies;
- gratuitous remarks about sexual activities or speculation about sexual experiences;
- persistent, unwanted sexual or romantic attention;
- subtle or overt pressure for sexual favors;
- exposure to sexually suggestive visual displays such as photographs, graffiti, posters, calendars, or other materials;
- deliberate, repeated humiliation or intimidation based upon sex.

Reporting Sexual Harassment

A member of the university community who wishes to file a complaint regarding sexual harassment should take the following action:

- If the alleged harasser is a **faculty or staff member**, the complaint should be made to the alleged harasser's supervisor and/or the director of human resources.
- If the alleged harasser is a **student**, the complaint should be made to the dean of Student Affairs.
- If the alleged harasser is a **third party** (neither an employee nor a student), the complaint should be made to the director of human resources.
- Any complaint may also be made to the university's Title IX coordinator.

Since the university can only take corrective action when it becomes aware of problems, the university encourages persons who believe that they have experienced sexual harassment to come forward with their complaint and seek assistance.

Reports of sexual assault and other crimes should be directed to the SFA police department regardless of whether the matter is also being reported and investigated as sexual harassment. Persons making a criminal complaint will be informed of their option to also make a sexual harassment complaint under the university's Discrimination Complaints/Sexual Harassment policy.

The university can most effectively investigate and respond to alleged sexual harassment if the complaint is made as promptly as possible after the alleged harassment occurs. Complaints must be made in writing and must be filed within 180 calendar days of the alleged violation.

Options Outside the University for Resolution of Sexual Harassment

Students may file complaints under Title IX with the Office for Civil Rights, U.S. Department of Education. Faculty and staff may file complaints under Title IX with the Office for Civil Rights, U.S. Department of Education in certain circumstances, or under Title VII of the Civil Rights Act of 1964, with the U.S. Equal Employment Opportunity Commission.

CONTACT INFORMATION

SFA Title IX Coordinator

Dr. Steve Westbrook

Vice President for University Affairs
Austin Building, Suite 314

(936) 468-2701
swestbrook@sfasu.edu

Deputy Title IX Coordinator for Students

Dr. Adam Peck

Dean of Student Affairs
Baker Pattillo Student Center, Suite 3.105

(936) 468-7249
peckae@sfasu.edu

Deputy Title IX Coordinator for Faculty, Staff and Third-Parties

Glenda Herrington

Director of Human Resources
Austin Building, Suite 201

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Deputy Title IX Coordinator for Athletics

Loree McCary

Senior Woman Administrator, SFA Athletics
SFA Athletic Fieldhouse

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Sexual Assault

To file a complaint of sexual assault, you may contact one of the coordinators listed or you may contact:

SFA Department of Public Safety

232 E. College Street

updemail@sfasu.edu
(936) 468-2608 (non-emergency)
(936) 468-2608 (emergency, from cell phone)
911 (emergency, from campus land line)