



## 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 the university's Discrimination Complaints policy ([2.11](#)) and the Sexual Misconduct policy ([2.13](#)). Sexual harassment is a form of sex discrimination. More information along with links to related policies can be found at <http://www.sfasu.edu/Lumberjacks-Care/> regarding other forms of sexual misconduct and gender discrimination.

### 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 Deputy Title IX Coordinator for Faculty, Staff and Third-Parties.
- If the alleged harasser is a **student**, the complaint should be made to Deputy Title IX Coordinator for Students.
- If the alleged harasser is a **third party** (neither an employee nor a student), the complaint should be made to the Deputy Title IX Coordinator for Faculty, Staff and Third-Parties.
- **Any complaint** also may 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 policies.

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. Michael Walker**

Asst. Dean of Student Affairs for Support Services  
Rusk Building, Room 301

(936) 468-8292  
[TitleIX@sfasu.edu](mailto:TitleIX@sfasu.edu)

### **Deputy Title IX Coordinator for Students**

---

**Dr. Hollie Smith**

Asst. Dean of Student Affairs for Programs  
Baker Pattillo Student Center, Suite 3.105

(936) 468-7249  
[titleixstudents@sfasu.edu](mailto:titleixstudents@sfasu.edu)

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

---

**Loretta Doty**

Director of Human Resources  
Austin Building, Suite 201

(936) 468-2304  
[titleixemployees@sfasu.edu](mailto:titleixemployees@sfasu.edu)

### **Deputy Title IX Coordinator for Athletics**

---

**Loree McCary**

Senior Woman Administrator, SFA Athletics  
SFA Athletic Fieldhouse

(936) 468-3751  
[titleixathletics@sfasu.edu](mailto:titleixathletics@sfasu.edu)

### **Deputy Title IX Coordinator for SFA Charter School**

---

**Lysa Hagan**

CEO/Principal SFA Charter School  
SFA Charter School, Room 101b

(936) 468-5899  
[titleixcharter@sfasu.edu](mailto:titleixcharter@sfasu.edu)

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