

## The Ohio State University Geology Field Camp Harassment Policy

The Ohio State University School of Earth Sciences Field Camp has developed a comprehensive anti-sexual harassment policy in compliance with federal laws and the office of University Compliance and Integrity at The Ohio State University. This policy is applicable to all members of the campus community, including students, staff, faculty, administrators, and visitors.

Unwelcome sexual advances in the form of sexual harassment and/or sexual are prohibited at the School of Earth Sciences Field Camp. The Ohio State University Sexual Misconduct Policy (<https://hr.osu.edu/wp-content/uploads/policy115.pdf>) defines sexual harassment in the education context as “unwelcome, sex or gender based verbal or physical conduct that is sufficiently severe, persistent or pervasive that it interferes with, denies or limits an individual’s ability to participate in or benefit from the university’s educational programs and activities.” Sexual harassment in the employment context is any “unwelcome, sex- or gender-based verbal or physical conduct that unreasonably interferes with an individual’s work performance or creates an intimidating, hostile, or offensive work environment.” Sexual violence is defined as “sexual acts perpetrated against an individual’s will or when an individual is incapable of giving consent. All such acts of sexual violence are forms of sexual misconduct under this policy.”

- Verbal sexual harassment includes innuendoes, suggestive comments, jokes of a sexual nature, sexual propositions, lewd remarks and threats; requests for any type of sexual favor (this includes repeated, unwelcome requests for dates); and verbal abuse or “kidding” that is oriented toward a prohibitive form of harassment, including that which is sexual in nature and unwelcome.
- Nonverbal sexual harassment includes the distribution, display or discussion of any written or graphic material, including calendars, posters and cartoons that are sexually suggestive or show hostility toward an individual or group because of sex; suggestive or insulting sounds; leering; staring; whistling; obscene gestures; content in letters, notes, facsimiles, e-mails, photos, text messages, tweets and Internet postings; or other forms of communication that are sexual in nature and offensive.
- Physical sexual harassment includes unwelcome, unwanted physical contact, including touching, tickling, pinching, patting, brushing up against, hugging, cornering, kissing, fondling, and forced sexual intercourse or assault.

Students are strongly encouraged to report incidents of sexual harassment or sexual violence to the field camp instructors and/or staff in the program. It is up to the students to use their discretion to report incidents to the local authorities and/or to The Ohio State University. Faculty, staff, and student employees are obligated to report incidents of sexual assault directly to Title IX coordinator or deputy coordinator at the Office of Human Resources of The Ohio State University to ensure the university can take appropriate action. Every effort will be made to ensure confidentiality and protect the privacy of all complainants and witnesses.

Resources for faculty, staff and students to get help, answer questions or to make a report can be found at <https://titleix.osu.edu>, and locally in Utah at:

- Rape/Sexual Assault Crisis Line 888 421-1100
- Utah Coalition Against Sexual Assault (UCASA) 866 878-2272
- New Horizons Rape Hotline 435 896-9294 or 800 343-6302

**\*\*This policy applies to all reports of sexual misconduct occurring on or after the effective date of this policy\*\***