

## General

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### 1. What are some examples of sexual harassment?

Inappropriate behavior may include:

- Sexual jokes, innuendoes, gestures
- Unwanted flirtation, advances, or propositions
- Pressure for sex
- Leering
- Display of sexually suggestive objects/visuals
- Display/transmission of sexually suggestive electronic content
- Any unnecessary, unwanted physical contact
- Sexual assault (if this occurs, call the police immediately & maintain evidence)

### 2. What should I do if I feel I have been sexually harassed?

- Document the problem behavior: date, time, place, witnesses, specific behaviors
- Tell the harasser that the behavior is offensive and that you want it to stop
- Seek counseling and personal support from the Counseling and Consultation Service (for students, 614-292-5766) or the University Faculty and Staff Assistance Program (UFSAP) (for faculty and staff, 614-292-4472)
- File a complaint with the Office of Human Resources (OHR) Organization and Human Resource Consulting by calling 614-292-2800 or e-mailing [sexualharassment@osu.edu](mailto:sexualharassment@osu.edu)
- File an anonymous complaint by calling Ethics Point 1-866-294-9350 or via the web at [secure.ethicspoint.com/domain/en/report\\_custom.asp?clientid=7689](https://secure.ethicspoint.com/domain/en/report_custom.asp?clientid=7689)

### 3. What about false allegations?

Sanctions may be imposed on individuals who knowingly or with reckless disregard for the truth make false accusations of sexual harassment. Just because a complaint cannot be proven does not mean that it is false.

### 4. Is sexual harassment only male to female? Supervisor to employee? Faculty to student?

Sexual harassment occurs when individuals feel they are the recipients of unwanted sexual attention or behavior. Sexual harassment can happen to or be perpetrated by anyone against anyone else: women, men, students, faculty, staff, supervisors, employees, volunteers, and vendors.

### 5. Can I file a *confidential* complaint?

The university cannot promise complete confidentiality. Each situation is resolved as discreetly as possible. Ohio State is obligated to follow up on all allegations. There are times that a one-on-one conversation with the alleged harasser can resolve the situation without revealing the complainant's identity. If this doesn't work, then it is often necessary to reveal the complainant's identity to conduct an investigation.

You may make an anonymous complaint by contacting the University Anonymous Reporting Line by calling EthicsPoint toll-free at 1-866-294-9350 or via the web at [secure.ethicspoint.com/domain/en/report\\_custom.asp?clientid=7689](https://secure.ethicspoint.com/domain/en/report_custom.asp?clientid=7689).

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### 6. What is the purpose and possible outcome of an investigation?

The purpose of the investigation is to evaluate the allegations of sexual harassment, formulate a response to address the situation, and follow up to ensure that recommended actions have been taken. Outcomes can include: no finding of harassment, finding of inappropriate behavior, finding of harassment, or finding of false allegations. The ultimate goal is to stop the harassment.

### 7. Who is typically involved in an investigation?

OHR Organization and Human Resource Consulting conducts investigations. The charged party and the unit Human Resource Professional (HRP) are notified. Management, the department chair/unit director, and dean/vice president may also be notified. Information will only be shared with individuals who have a “need to know.”

### 8. What if I am retaliated against?

Individuals who report sexual harassment or who are involved in the investigation as witnesses are protected against retaliation by university policy as well as state and federal law. The university will take appropriate corrective action toward those individuals who retaliate against someone because he or she filed a complaint, encouraged someone to file a complaint, served as a witness in an investigation, or otherwise participated in an investigation. If you feel you are being retaliated against, contact OHR Organization and Human Resource Consulting immediately at 614-292-2800.

### 9. What should I do if I feel in danger?

- If something has occurred in the workplace that is causing you to fear for your personal safety, contact University Police at 614-292-2121 or local police at regional campuses. Then contact OHR Organization and Human Resource Consulting at 614-292-2800.
- If you are a student and feel in danger in the academic environment, after you contact the police, contact the Office of Student Affairs at 614-292-9334.

### 10. Where can I obtain additional information?

Your questions can be answered by:

- E-mailing the sexual harassment reporting line at [sexualharassment@osu.edu](mailto:sexualharassment@osu.edu)
- Contacting Organization and Human Resource Consulting, [ohrc@hr.osu.edu](mailto:ohrc@hr.osu.edu), 614-292-2800
- Visiting [hr.osu.edu/policy/index.aspx](http://hr.osu.edu/policy/index.aspx) Policy 1.15
- Visiting [hr.osu.edu/hrpubs/guidelinesdiscrim.pdf](http://hr.osu.edu/hrpubs/guidelinesdiscrim.pdf) Guidelines for Investigating Complaints of Discrimination and Harassment
- Visiting [hr.osu.edu/policy/resources/115faq-relations.pdf](http://hr.osu.edu/policy/resources/115faq-relations.pdf) FAQ (Romantic and/or Sexual Relations) on Sexual Harassment Policy 1.15
- Visiting [hr.osu.edu/policy/resources/115report.pdf](http://hr.osu.edu/policy/resources/115report.pdf) Report to The President’s Council on Women from the Work Group Examining the University’s Policy on Consensual Relations between Faculty and Students