

Policy on Sexual Harassment

Sexual harassment is a form of sex discrimination that is prohibited by UH Executive Policy EP1.204, which prohibits sex discrimination and gender-based violence. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, *and other verbal or physical conduct of a sexual nature*:

- when submission to or rejection of the conduct is either an explicit or implicit term or condition of an individual's employment, education, or participation in a University program, activity, or service;
- when submission to or rejection of the conduct by an individual is used as a basis in decisions affecting that individual's employment, education, or participation in a University program, activity, or service; or
- when such conduct is unwelcome to the person to whom it is directed or to others directly aware of it, and when such conduct is severe or pervasive and has the purpose or effect of either (a) unreasonably interfering with the employee's work performance or student's academic performance or (b) creating an intimidating, hostile, or offensive work or educational environment.

To view the complete policy, visit www.mauhi.hawaii.edu/title-ix/, see "[EP1.204: Policy and Procedure on Sex Discrimination and Gender-Based Violence](#)"; or for more information, contact:

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