

## AN ENVIRONMENT OF RESPECT

Title IX protects individuals from discrimination based on sex in any educational program or activity operated by recipients of federal financial assistance. Sexual harassment is one form of sex discrimination prohibited by Title IX. ASU takes its Title IX obligations seriously and works to foster an environment for members of the ASU community that is free of sexual harassment.

*It is imperative that all individuals who interact with our university community of students and employees are knowledgeable about our expectations of professionalism and respect. Whether interaction with students or employees takes place in a classroom, in a dining hall, walking on campus, or is simply part of the ASU community member's overall experience at ASU, ASU's duty under Title IX does not change. As a university, we are committed to working with our community partners and their employees who interact with our students and employees to foster a learning and working environment that is **built on respect and free of sexual harassment.***

*- Jodi Preudhomme, ASU Title IX Coordinator*

While you are engaged in whatever fashion with ASU, we want to remind you that the requirement to maintain a discrimination-free environment applies to you. As such, please ensure that you treat our students and employees professionally and respectfully. There are some behaviors that are disrespectful and if allowed to continue could lead to sexual harassment.

Examples of these unprofessional behaviors include:

- inappropriate jokes of a sexual nature or related to gender-specific traits (e.g., shared verbally, via email or an email attachment, over text or snapchat, during an off-duty lunch or event)
- using nicknames such as “babe,” making comments about physical appearance such as “hot,” or asking questions about wardrobe such as “what do you wear to sleep” or “what do you wear when you work out”
- sexual innuendos including compliments on appearance, dress, or physique
- eye contact, looks, or glances of a sexual nature
- physical touching (e.g., lingering hugs, back/shoulder rubs, flicking/patting/lightly touching the butt or breast, brushing up against a student who is typing or working)
- repeatedly standing too close to or brushing up against a person
- repeatedly asking a person to socialize when the person has said no or has indicated he or she is not interested

A victim of sex-based discrimination or sexual harassment can be a man or a woman and the victim can be of the same sex as the harasser. Care should be taken to keep your actions and communications professional and respectful at all times. Some of the behaviors listed above may seem obviously inappropriate, but care must be taken to ensure that all individuals comply with ASU's expectation that the environment remain focused on respect and free of sexual harassment. **If you see or hear of behavior that violates this expectation, you are encouraged to intervene, speak up, and contact ASU's Title IX Coordinator (480-965-0696).**

In sum, we ask that you join us in supporting our effort in fostering, encouraging, and maintaining environment of respectful behavior free of harassment.

## ASU Policy: ACD 401: Prohibition Against Discrimination, Harassment and Retaliation

This policy applies to all ASU employees, students, volunteers, contractors and agents; all ASU educational programs, activities, opportunities and benefits; all persons participating in or accessing ASU-sponsored programs and activities.

### **Policy**

Arizona State University is committed to providing an environment free of discrimination, harassment, or retaliation for the entire university community, including all students, faculty members, staff employees, and guests. ASU expressly prohibits discrimination, harassment, and retaliation by employees, students, contractors, or agents of the university based on any protected status: race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, gender identity, and genetic information.

Inappropriate conduct need not rise to the level of a violation of federal or state law to constitute a violation of this policy and to warrant disciplinary action/sanctions.

All individuals are responsible for participating in and assisting with creating and maintaining an environment at ASU free from all forms of prohibited discrimination, including harassment and retaliation.

### Additional Contact Information:

#### TITLE IX DEPUTY COORDINATORS

##### FOR STUDENTS

**Safali Patel Evans**  
Assistant Vice President  
Educational Outreach/  
Student Services

480.965.2200

**Duties and Responsibilities:** Title IX compliance for matters involving students and administration of the grievance procedure and process for all reports/formal complaints students.

##### FOR ATHLETICS

**Deana Garner Smith**  
Senior Associate Athletics  
Director

480.965.5724

**Duties and Responsibilities:** Title IX compliance for ensuring equity in athletic benefits and opportunities as well as oversight for education/awareness efforts.

##### FOR FACULTY, STAFF & VISITORS

Director Office of University  
Rights and Responsibilities  
[urr@asu.edu](mailto:urr@asu.edu)

480.965.5057

**Duties and Responsibilities:** Title IX compliance for matters involving faculty and staff, and administration of the grievance procedure and process for all reports/formal complaints against faculty, staff and visitors, including those filed by students.