

GUIDELINES FOR TEACHING ASSISTANTS (TAs)

STUDENTS, UNIVERSITY SEXUAL HARASSMENT POLICY & THE ADA

- * Sexual Harassment is unwelcome or unwanted behavior of a sexual nature. It is usually repeated behavior, but could be one serious incident. University policy (as stipulated by Title VII of the Civil Right Act) applies to all University members, including TAs and students.
- * Sexual Harassment falls into two categories:
 - Quid Pro Quo **or** Hostile Work Environment
 - This type of sexual harassment involves a person with power over someone else who uses that power to either benefit or harm a person based on their willingness to participate in or tolerate some form of sexual behavior.
 - Conduct that is sexual in nature, (sexual jokes or remarks, unwelcome physical contact, etc.) and,
- that is pervasive and/or severe; and,
- that is unwelcome or unwanted.
A power imbalance may or may not exist in the case of Hostile Work Environment.
- * The Consensual Relationships policy relating to Sexual Harassment states that if a consensual/mutually agreeable, romantic or sexual relationship develops between two people where authority, or perceived authority, exists, the power/authority must be taken out of the relationship.

This means TAs **must not** date students in the class for which they TA. To do so would be a violation of Consensual Relationships Policy.
- * If a student reports sexual harassment allegations to a TA, or a TA suspects sexual harassment may be occurring, policy requires TAs to report this information to the Instructor/Professor and/or the Office of Equal Opportunity (OEO/AA).
- * The University of Utah is also mandated by law (the Americans with Disabilities Act), and by policy, to provide reasonable accommodation to all qualified students who request an accommodation.
- * The Center for Disability Services (CDS) is the **only** department that is authorized to determine whether or not a student is qualified for accommodation, either based upon law or University policy.
- * If a student requests a change or modification in the course requirements based on a medical condition, the student should be referred immediately to CDS.
- * Any questions or concerns about the above information may be directed to:

The Office of Equal Opportunity & Affirmative Action
135 Park Building
581-8365

Joe Pete Wilson
Center for Disability Services
162 Olpin Union Building
581-5020