



UNIVERSITY POLICY ON SEXUAL HARASSMENT

Peace Multicultural University is committed to fostering a safe, inclusive, and respectful environment for all members of its community. Sexual harassment undermines the dignity, respect, and trust essential to a healthy academic and professional setting. This policy outlines the university's definition of sexual harassment, reporting procedures, investigation processes, and resources for those affected. By implementing this policy, the university aims to prevent harassment, address incidents promptly and effectively, and uphold the rights and well-being of every individual.

Policy Scope

This policy applies to all members of the university community, including students, faculty, staff, contractors, and visitors. It governs conduct occurring on university premises, during university-sponsored activities, or off-campus incidents that impact the university environment.

Definition of Sexual Harassment

Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal, non-verbal, or physical conduct of a sexual nature when one or more of the following conditions are met:

1. **Quid Pro Quo Harassment:** Submission to or rejection of such conduct is used as a basis for academic, employment, or other university-related decisions.
2. **Hostile Environment Harassment:** Such conduct creates an intimidating, hostile, or offensive environment that unreasonably interferes with an individual's academic or work performance.

Examples of sexual harassment may include, but are not limited to:

- Unwanted sexual comments or jokes.
 - Inappropriate or unwelcome touching.
 - Display of sexually explicit materials in shared spaces.
 - Persistent unwelcome advances or propositions.
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Reporting Procedures

The university encourages anyone experiencing or witnessing sexual harassment to report the incident promptly. Reports can be made to the **Title IX Coordinator** or their designee.

Reports can be submitted via email to academics@pm-univ.org or through anonymous reporting by calling 1-888-595-6670.

Investigation and Resolution

The university is committed to handling all reports of sexual harassment promptly, fairly, and confidentially to the extent possible. Key steps include:

1. **Initial Assessment:** Determining whether the report falls within the scope of this policy.
 2. **Interim Measures:** Providing support and accommodations to affected individuals (e.g., class changes, no-contact orders).
 3. **Investigation:** A thorough and impartial investigation led by trained personnel.
 4. **Resolution:** Based on the findings, appropriate actions may include disciplinary measures and/or termination/expulsion.
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Prohibition Against Retaliation

The university strictly prohibits retaliation against individuals who report sexual harassment, participate in an investigation, or support those affected. Any retaliatory actions will result in disciplinary measures.

Support and Resources

The university provides a range of resources to support individuals impacted by sexual harassment, including:

- Counseling services.
- Academic or workplace accommodations.
- Referrals to external support organizations.

Contact information for these resources is available on the university's official website or through the Title IX Office which can be contacted at academics@pm-univ.org.



Policy Review and Updates

This policy will be reviewed annually to ensure compliance with federal, state, and local laws and to reflect best practices. Any updates will be communicated to the university community promptly.

By adhering to this policy, Peace Multicultural University reaffirms its commitment to maintaining a respectful and equitable academic and professional environment for all.