

Tell someone. Tell your advisor, department chair or supervisor what happened. Contact the Office of Equal Opportunity (OEO) at (970) 491-5836 or oeo@colostate.edu. The OEO conducts informal and formal complaint procedures and provides information on sexual harassment.

Keep a record. Keep track of dates, times, places, and events to help you present your situation.

What You Can Do

- Review CSU's policy on sexual harassment.
- Be aware of your own behavior and how it may be perceived by others. If in doubt, stop the behavior.
 - Don't participate when others are engaging in sexually harassing behavior.
 - Say something when you witness sexual harassment. Don't condone it with your silence.
 - Be supportive when someone you know has been sexually harassed. Listen respectfully. Help them access resources. If you are a witness, be willing to speak about it.
 - Do not retaliate if someone accuses you of sexual harassment or participates in an investigation or complaint process. Retaliation is unlawful and will not be tolerated.
 - Work to create a fair and supportive environment for everyone.

Consensual Relationships

A romantic, intimate, or sexual relationship in which one individual is in a position to exercise authority over the other creates conflicts of interest and perceptions of undue advantage or disadvantage. When both parties have consented at the outset to a romantic, intimate, or sexual relationship, this consent does not remove grounds for a charge of conflict of interest, sexual harassment, or violation of applicable policies, based upon subsequent unwelcome conduct.

Confidentiality

Complaints of discrimination and/or harassment are treated with the greatest degree of confidentiality possible. In all situations, confidentiality is maintained on a strict need-to-know basis; however, confidentiality can only be respected insofar as it does not interfere with the University's obligation to investigate allegations of misconduct that require the University to take corrective action.

Retaliation

Colorado State University prohibits retaliation against individuals who engage in protected activities, including filing complaints, or who participate in complaint processes. Retaliatory action is regarded as a basis for a separate complaint under the University's procedures.

Additional Resources

Discrimination, Harassment, Sexual Harassment, Sexual Misconduct, Domestic Violence, Dating Violence, Stalking, and Retaliation

<http://policylibrary.colostate.edu/policy.aspx?id=710>

Consensual Relationships Policy

<https://oeo.colostate.edu/consensual-relationships/>

Conflict Resource Offices

<https://oeo.colostate.edu/media/sites/144/2017/06/ConflictResourceOffices.pdf>

Ombuds & Employee Assistance Program

<https://ombudsandep.colostate.edu/>

Victim Assistance Team

<http://www.wgac.colostate.edu/victim-assistance-team-volunteers>

Student Resolution Center

www.conflictresolution.colostate.edu

CSU Health Network, Counseling Services for Students

www.health.colostate.edu

Colorado State University does not discriminate on the basis of race, age, color, religion, national origin or ancestry, sex, gender, disability, veteran status, genetic information, sexual orientation, or gender identity or expression. Equal opportunity of employment and admission shall be extended to all persons.

Sexual Harassment Awareness and Prevention



Learn more at:
www.oeo.colostate.edu
(970) 491-5836

An equal access/equal opportunity university.

Colorado State University
OFFICE OF EQUAL OPPORTUNITY

