

Tuskegee University Sexual Misconduct Policy

Tuskegee University is one of the 100 or so Historically Black Colleges and Universities (HBCU) and one of the 19 Land Grant HBCUs.

Born out of the moral imperative and necessity to serve African Americans at higher education level

Civil Rights movements and Acts were and are very important in the survival of HBCUs

Tuskegee Sexual Harassment Policy is based upon Title VII of the Civil Rights Acts of 1964 and Title IX of the Educational Amendments of 1972 which prohibits sex discrimination in federally assisted education programs and activities. Sexual harassment is a form of sex discrimination.

[https://www.tuskegee.edu/Content/Uploads/Tuskegee/files/HR/Policies/HR%20Policies/Tuskegee%20University%20Sexual%20Misconduct%20Policy%20\(1\).pdf](https://www.tuskegee.edu/Content/Uploads/Tuskegee/files/HR/Policies/HR%20Policies/Tuskegee%20University%20Sexual%20Misconduct%20Policy%20(1).pdf)

Sexual Harassment is broken down into three types:

- Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature
- explicitly threatening negative consequences, or promises positive consequences, as a means of securing acquiescence to unwelcome sexual behavior
- Creating a hostile/intimidating environment harassment (sexually explicit jokes or pictures etc.)

Applies to: Faculty, staff, student employees, students, volunteers, vendors, contractors, and visitors

Applies to on- and off-campus

Sexual Harassment in the 4-H and Youth Development Program (4-H YDP)

Sexual harassment is not tolerated in the 4-H YDP. It is the responsibility of the 4-H YDP to provide an environment that is free from sexual harassment for all program participants.

An April 2016 exists that a result of a PROCESS that seeks to follow up on comments by the beginning of the next FY.