

## **Code of Ethics – Committee on Sexual Harassment and Ethics**

### **Department of Sociology**

#### **General Statement.**

We affirm the University's commitment to a professional and educational environment that is free from abuse of power and discriminatory and/or disrespectful conduct and communication, and support the policies that support such an environment.

#### **Policy on sexual/romantic relations within a professional context.**

We believe that serious negative consequences can result from a romantic/sexual relationship where a power differential exists, such as a romantic sexual relationship between a student and a faculty member, or between a manager and employee. We discourage such relationships. Individuals entering into such relationships must recognize that a) the individual of higher power status will bear the burden of accountability and that b) even in seemingly consensual relationships, after-the fact charges of sexual harassment may be brought and there are limited defenses against them.

If any romantic or sexual relationship does exist, or has existed, those involved must refrain from holding any professionally evaluative relationship with each other within the University setting.

UCI defines sexual harassment as any unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature where a) such conduct has the purpose or effect of creating a difficult, hostile, or offensive working or academic university environment; b) submission is made a term or condition of any university activity (work related, academic or otherwise); or c) submission to or rejection of is used as a basis for any form of evaluation.

#### **Policy against all forms of harassment**

We condemn all forms of harassment (sexual, racial, etc.) and abuses of power, and affirm that those who work or study among us have the right to personal respect and human relations that meet the standards of professional social behavior.

(Approved 2/03)

## **Procedures for Committee on Sexual Harassment and Ethics**

### **Department of Sociology**

The Committee aims to improve the atmosphere in our community, and to provide aid when any one of us, or any of the undergraduates associated with us, has concerns or complaints about human relations, especially sexual harassment, involving any of us in our roles as members of our professional community.

The Committee will work to complement the formal university sexual harassment services. The Committee will, through printed releases and public meetings, work to inform and educate our community about sexual harassment issues and norms, related services offered on campus, and the alternatives available to persons with specific complaints.

#### **Members of the Committee will, confidentially:**

- **Refer:** refer people who wish to consider formal complaints to appropriate campus offices,
- **Support:** provide one-on-one support by listening to complaints and explaining the alternatives available for problem solving,
- **Mediate:** informally mediate between parties (the person with a complaint/concern and the person seen as it's cause) in cases where the person with the complaint/concern does not want to make a formal complaint and would like assistance with communicating or problem solving before a more serious situation develops.

The Committee will report persistent complaints to the department chair.

#### **The Committee (and its members as individuals) will not:**

- **Investigate** i.e., attempt to gather information to determine the appropriateness of concerns brought to it by an individual,
- **Communicate conclusions** about the merits of complaints or concerns brought to it (them),

The Committee will consist of four members; one advanced graduate student, and three faculty members., appointed by the Department Chair.