

 Benedictine University
Compliance Matters...

Did you know “It’s never okay”?

You may have seen the “It’s never okay” posters we have placed in public areas around campus. These posters inform students that sexual harassment in higher education is illegal and advises them to report incidents of sexual harassment to the person’s manager or any senior University official. If you were to receive a student complaint of sexual harassment at Benedictine would you know what to do?

- Complaints of sexual harassment by a University executive, faculty member, staff member or teaching assistant are reported to and investigated by the employee’s immediate supervisor, the Director of Personnel Resources or any other senior University official. (If any person to whom the report would be directed is involved in or associated in any way with the alleged conduct, the report must be directed to another senior official who is not involved.)
- Complaints of sexual harassment by a student are reported to and investigated by the Office of the Associate Vice President for Student Life. (If any person to whom the report would be directed is involved in or associated in any way with the alleged conduct, the report must be directed to another senior official who is not involved.)
- The University will conduct an appropriate and discreet investigation of all reports of sexual harassment. The details of the investigation will be kept as confidential as feasible, consistent with University policies and applicable federal, state and local laws. An appropriate and timely response to each complaint will be provided.
- Harassment of any sort is a significant breach of University policy. The University will take prompt and appropriate corrective action, up to and including termination of employment, against anyone who engages in sexual harassment. No individual who makes a good faith report shall be subjected to retaliation including harassment or any adverse employment, academic or educational consequence as a result of making a report.

We are all responsible for creating an environment where everyone is treated with respect and dignity. Respect for others is a core Benedictine value and is the basis for Benedictine University’s long-held prohibition against any kind of harassment. Our stand against sexual harassment is stated in the Faculty, Employee and Student Handbooks.

If you have any questions, contact Nancy Stoecker, Benedictine University Compliance Officer/Audit Manager, at (630) 829-6402.

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