

NUMBER: E-7

TITLE: SEXUAL MISCONDUCT INVOLVING CHILDREN

POLICY: The University has a “zero tolerance” policy for sexual misconduct and inappropriate behavior of a sexual nature involving children. Such inappropriate behavior includes but is not limited to:

- Any inappropriate touching of a child (such as touching the child’s private parts or forcing the child to touch another person’s private parts, directly or through clothing, and any other inappropriate touching of a sexual nature);
- The viewing of child pornography (images depicting sexually explicit activities involving a child).

PROCEDURE:

If you have reason to believe that sexual misconduct or inappropriate behavior of a sexual nature involving a child has occurred or is imminent, you must report the incident in writing to the Vice President for Academic Affairs (for faculty) or Vice President for Business and Financial Affairs (for staff) as soon as possible to ensure a complete investigation of the matter. Reports may be submitted by e-mail or delivered to the office of the Vice President for Academic Affairs (for faculty) or Vice President for Business and Financial Affairs (for staff).

The incident also must be reported to law enforcement or other agencies if required by state law. If you have questions concerning these reporting requirements, please contact the Vice President for Academic Affairs or Vice President for Business and Financial Affairs.

Any employee who is found to have engaged in such conduct while an employee of the University will be subject to disciplinary action according to University procedures. No person who is convicted of or admits to sexual misconduct involving a child and/or the viewing of child pornography will be hired as an employee of the University.

Effective 11/1/10