

Effective Date	6/4/2019
Policy Number	PER-PL-101.2
Sponsor	Chief Diversity Officer
Responsible Office	Office of Diversity, Equity and Inclusion
Next Review Date	6/4/2024

I. REASON FOR POLICY

While all SUNY campuses have long maintained programs which apply evidence-based approaches to preventing and responding to sexual harassment and other forms of sex-based discrimination, such best practices should be uniformly applied at all SUNY campuses, allowing SUNY to leverage its power as the most comprehensive system of higher education in the country to speak with one voice in combating all forms of sexual harassment.

II. POLICY STATEMENT

Fredonia shall adopt the SUNY Sexual Harassment Policy Statement linked below and notify our respective community members of SUNY's no tolerance policy for behavior that violates the sexual harassment policy. Fredonia ensures that appropriate investigation is made into complaints of sexual harassment and that discipline is imposed for such behavior in accordance with applicable policies and processes.

Fredonia will present annual, mandatory training for employees, and annual training for students, on preventing and addressing sexual harassment and sex discrimination, including knowledge of whom to contact with questions regarding this policy and how to report violations of this policy. In addition, Fredonia shall maintain records to ensure compliance with annual training, reporting and alternative supervision requirements.

Fredonia fully adopts and complies with the SUNY Sexual Harassment Response and Prevention Statement, document number 6507, effective date October 09, 2018 which is located here: https://www.suny.edu/sunypp/documents.cfm?doc_id=878

III. RELATED DOCUMENTS, FORMS AND TOOLS

[Discrimination and Sexual Harassment Complaint Procedure](#)
[Charge of Discrimination Form](#)

IV. DEFINITIONS

There are no definitions relevant to this policy.

V. CONTACT & ENFORCEMENT

ROLE	CONTACT	PHONE	EMAIL - Website
Responsible Office	Office of Diversity, Equity and Inclusion	(716) 673-3358	diversity.equityinclusion@fredonia.edu
Enforcement	Human Resources	(716) 673-3434	human.resources@fredonia.edu
Policy	University Policy Office	(716) 673-4828	policy@fredonia.edu policy.fredonia.edu