



WHAT SHOULD I DO IF I'M BEING HARASSED?

Don't ignore it or keep silent.

Take action against sexual harassment!

Tell someone!

If you're a target, you may fear taking action. You may think people won't believe you - or will blame you. Remember, sexual harassment is not your fault. And, there are many people who will support you.

Questions about definitions, confusion about specific incidents, or anything related to sexual harassment can be discussed with individuals on campus who have received special training. Your perceptions and concerns can be discussed with individuals in a discreet atmosphere. Ways of handling the situation can be addressed as well as procedures to follow.

The members of the
Sexual Harassment Response Team are:

Carol Crawford - Health Services,
Instructional Bldg., Room A107, Ext. 364

Jen Kane - Student Life,
College Center, Room 146 Ext.2455

Kate Pandolpho - Career Employment & Counseling Services,
Administration Building, Room 024 Ext. 2941

Nancy Polonitza – Advising and Counseling,
Administration Bldg., Room 109, Ext. 300 or SEC Ext. 680

William Rickert-Mathematics,
Russell Building, Room 112 Ext.2179

After, or instead of, utilizing the college's informal procedures, any person who believes he or she has been subject to possible discriminatory treatment may file a formal complaint with Don Doran, Vice President of Student Affairs, Ext. 2136 (for student complaints) or Karen Blyskal, Director of Human Resources, Library, Room 002D, Ext. 2096 (for employee complaints). In conducting an investigation or review, the rights of all involved parties will be respected. Discretion will be used in the course of any investigation and resolution. Review will be conducted as quickly as possible.

HELP MAKE YOUR CAMPUS A SAFE, COMFORTABLE PLACE FOR EVERYONE!

- Learn more about this subject.
- Know what to do if you're being sexually harassed.
- Do your part to help prevent sexual harassment.

Sexual harassment hurts everyone on campus.

HOW CAN I TELL IF IT'S REALLY SEXUAL HARASSMENT?

It's probably sexual harassment if the person:

- Often makes sexual comments, jokes, insults or puts down one gender, but not the other
- Constantly stares at your body
- Keeps pressuring you for dates
- Regularly sends you unwelcome or offensive sexual messages
- Frequently brushes against you
- CONTINUES THE UNWELCOME BEHAVIOR AFTER YOU HAVE TOLD HIM/HER TO STOP

It's probably NOT sexual harassment if the person:

- Makes an isolated sexual comment, joke, insult or "put down"
- Asks for a date and accepts "no"
- Glances at you as you walk past
- Accidentally bumps into you



SEXUAL HARASSMENT DEPENDS ON HOW THE PERSON BEING HARASSED IS AFFECTED. IT DOES NOT MATTER WHAT THE HARASSOR INTENDED.

FEELING THAT YOU MUST ACCEPT HARASSING BEHAVIOR DOES NOT MEAN THAT THE WORDS OR ACTIONS DID NOT OCCUR.

SEXUAL HARASSMENT IS AGAINST COLLEGE POLICY

Ocean County College will not tolerate any unwanted or unwelcomed attention of a sexual nature, whether verbal, nonverbal or physical, to or by any employee or student.

SEXUAL HARASSMENT IS ILLEGAL

There are many definitions of sexual harassment. In general, it's words or actions that are unwelcomed. These words or actions are frequently, but not limited to, behaviors that are sexual in nature, or based on gender or sexual orientation.

- Anyone can engage in behavior that can be perceived as harassing.
- Anyone can be a target.
- The harassing behavior can be initiated by a student, faculty or staff member.
- In most cases, a female is the target of male harassment.

SEXUAL HARASSMENT CAN BE:

- male to male
- female to female
- female to male
- male to female

SEXUAL HARASSMENT IS OFTEN ONE PERSON'S WAY OF EXERTING POWER OVER ANOTHER.

SEXUAL HARASSMENT CAN TAKE ON MANY FORMS

(The following list is not meant to be all inclusive)

Verbal

For example:

- messages (via e-mail, telephone, graffiti, etc.)
- remarks about looks, clothing, etc.
- comments about sexual orientation
- jokes, teasing or spreading rumors
- propositions or pressure for dates
- threats or insults

Nonverbal

For example:

- staring or leering
- suggestive gestures
- pornographic pictures, printed material

Physical

For example:

- unnecessary touching or brushing against a person's body
- grabbing, pinching, slapping or patting
- cornering or trapping
- kissing or hugging
- rape or attempted rape



Human Resources
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Preventing Sexual Harassment

