The University of Miami reaffirms its commitment to the concept of non-discrimination and to providing a workplace and educational forum free of any form of harassment, including sexual harassment.

It is the policy of the University of Miami that sexual harassment of, or by, any administrator, faculty member, employee, or student is prohibited. A violation of the sexual harassment policy shall constitute grounds for disciplinary action up to and including dismissal from the University.

RETAILATION
Retaliation against a person, who in good faith, files a charge or complains about discrimination or harassment in the workplace/academic environment, or participates in an investigation, is prohibited.

CONFIDENTIALITY
All complaints of sexual harassment, whether filed informally or formally, shall be processed in a manner to protect the confidentiality of all parties in accordance with University policy.

Any questions concerning the University of Miami Sexual Harassment Policy or charges of sexual harassment should be directed to the Office of Workplace Equity and Performance:

Coral Gables Campus
Gables One Tower
1320 South Dixie Hwy, Suite 100R
Coral Gables, FL 33146
P 305-284-3064
F 305-284-6214

Miller School of Medicine
Dominion Tower
1400 NW 10 Avenue, Suite 305
Miami, FL 33136
P 305-243-7203
F 305-243-6521
Sexual harassment is any unwelcome behavior of a sexual nature. It can be expressed in a variety of ways.

**Verbal** harassment can be expressed as sexual innuendos or comments, implied or overt threats, pressure for sexual favors, or humor that is gender-specific or sexual.

**Physical** displays of sexual harassment can range from outright assault to other forms of touching, such as brushing up against another person’s body, pinching, or patting.

**Visual** or non-verbal expression of sexual harassment can take the form of suggestive or insulting sounds, gestures, letters, emails, or phone calls. It can also be leers, stares, pinups, posters, or calendars.

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**RESPOND**

Be direct and say no immediately. Most harassment stops when you communicate that such behavior is unwelcomed, not flattering, and not complimentary.

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**REPORT**

You may avail yourself of the University’s grievance procedures if you have a concern and need assistance. Contact the Office of Workplace Equity and Performance regarding your grievance. Alternatively, you may report your concern to your dean, department head, or Title IX Coordinator. Formal notice may be made by submitting a written statement to the Office of Workplace Equity and Performance.

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**RECORD**

Consistent with the grievance procedure, you may be asked to make a written record of the sexually harassing behavior; detailing the parties involved, the date and the time, as well as the location where the behavior took place. Be sure to include the names of any witnesses.

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Sexual harassment is wrong. It is illegal. It will not be tolerated in the workplace or the academic environment. The University of Miami is committed to providing an environment free of discrimination and harassment. Take action now to promote respect and inclusion.