

	SFASU POLICE DEPARTMENT	
	Policy 2.3 Sexual or Other Illegal Harassment (Sexual Misconduct)	
	Effective Date: 04/10/19	Updated: 01/06/2020
	Approved: John Fields Chief of Police	
	Reference: TBP 2.11 / IACLEA 4.1.2	

I. POLICY

The department strictly adheres to the provisions of university policies 2.11, Discrimination Complaints, and 2.13, Sex and Gender-Based Discrimination, Violence, Harassment, and Misconduct.

The purpose of this policy is to outline department-specific regulations pertaining to conduct which falls under the above referenced university policies.

II. PROHIBITED CONDUCT

- A. Employees shall not commit or participate in any form of sexual or other illegal harassment and strictly adhere to university policy.
- B. The department considers romantic relationships between supervisors and subordinates potentially non-consensual. Personal relationships between supervisors and subordinates should be brought to the attention of the Chief of Police at the earliest point so that a proper course of action can be determined. Failure to do so may result in discipline.
- C. Considering the necessity for public trust and respect in law enforcement personnel, supervisors shall ensure that pornographic, demeaning, intimidating, or suggestive photographs, illustrations, cartoons or any other form of suggestive material are not posted or kept in any area of the department, including locker rooms, desks, offices or other locations. Materials of this kind used for investigative purposes shall be properly secured according to evidentiary standards. The material in question may be sexual in nature or insulting to a person based on race, religion, national origin, color, or age, or other protected status by law or university policy.

- D. Employees shall avoid inappropriate physical contact with one another unless required by a training situation or police procedure. Actions such as kissing, back rubbing, embracing, and any other unnecessary touching are prohibited on department premises or while on duty.

- E. Personnel shall not retaliate against any person for reporting sexual harassment, giving testimony, or participating in the investigation. Retaliation in any form shall result in discipline (**TBP 2.11 and IACLEA 4.1.2**).