

# POLICY STATEMENT

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Linfield University is committed to fostering an environment that is safe, secure, and free from sex discrimination and sexual harassment, sexual violence, dating and domestic violence, and stalking among all forms of sexual misconduct. Linfield takes prompt and appropriate action to address misconduct, end a hostile environment if one has been created, and prevent the recurrence of a hostile environment.

In fulfilling this policy and its procedures, the University shall seek to mitigate further harm experienced by a Complainant while balancing the need for appropriate procedural protections for a Respondent. Should sexual misconduct or relationship violence be found to have occurred, the University will, to the extent it is able, identify and implement appropriate remedies and sanctions.

The University shall annually apprise its students, faculty, administrators, and staff of this policy, and inform them about the meaning, effects and consequences of sexual misconduct and relationship violence.

## Applicable Federal Law and State Law

This policy was written to follow the requirements of all applicable Federal and State laws. If this policy is inconsistent with those laws, or the laws change before it has been updated, state and federal law supersedes this policy.

If any provision of this policy is found to be invalid, illegal, unconstitutional, or unenforceable, that finding shall not affect or undermine the validity of any other provision.

## To Whom this Policy Applies

This Sexual Harassment Policy ("Policy") applies to students, faculty, staff, administrators, trustees, and third Parties on campus, including visitors, alumni, guests, and the agents, representatives, and employees of suppliers (the "University Community"). The University's prohibition on Sexual Harassment extends to all aspects of its educational programs and activities, including, but not limited to, admissions, employment, academics, athletics, and student services.

This policy does not apply to Sexual Harassment that occurs off-campus, in a private setting, and outside the scope of the University's Education Programs and Activities; such Sexual Harassment is prohibited by the University's Policy on Anti-Harassment and Sexual Misconduct.