

3.6 Sex Discrimination; Sexual Harassment and Sexual Assault

The University of Arkansas does not discriminate on the basis of sex in the operation of its education programs, including admissions and employment. Further, the University should be a place of work and study for students, faculty, and staff, which is free of all forms of sexual intimidation and exploitation. Therefore, it is the policy of the University of Arkansas to prohibit sexual harassment of its students, faculty, and staff and to make every effort to eliminate sexual harassment in the University.

Sexual harassment is a form of sex discrimination prohibited by Title VII of the Civil Rights Act of 1964 and Title IX of the Education Amendments of 1972. Sexual assault is an extreme form of sexual harassment. Sexual assault is also a crime, defined by the Arkansas criminal code.

The University's policy prohibiting discrimination based on sex or gender, including prohibiting sexual harassment and sexual assault, is contained in Fayetteville Policies and Procedures 418.1 ("Title IX Policy for Complaints of Sexual Assault and Other Forms of Sexual Harassment"), which can be found at this link: <https://vcfa.uark.edu/fayetteville-policies-procedures/oec/4181.php>. Such discrimination is also prohibited under Fayetteville Policies and Procedures 214.1 ("Discrimination (Including Discriminatory Harassment) – Employment, Education, Programs and Services"), which can be found at this link: <https://vcfa.uark.edu/fayetteville-policies-procedures/oec/2141.php>.

Reports and complaints regarding sex discrimination, including sexual harassment, sexual assault, relationship violence, stalking, and similar conduct should be made to the University's Title IX Coordinator:

Shannon McFarlin, Title IX Coordinator
University of Arkansas
1125 W. Maple St.
Administration Building 405
Fayetteville, AR 72701
Office: (479) 575-7111 (voice) or (479) 575-3646 (tdd)
titleix@uark.edu

In addition, the U.S. Department of Education, Office of Civil Rights, may be contacted by phone at 800-421-3481 or by email at ocr@ed.gov.

In some instances, sexual harassment may constitute both a violation of University policy and criminal activity. The University grievance process is not a substitute for instituting legal action. The University encourages individuals to report alleged sexual misconduct promptly to campus officials AND to law enforcement authorities, where appropriate. Individuals may file a report directly with local law enforcement agencies by dialing 911. Individuals may also contact any of the following for assistance in filing a report with local law enforcement:

University Police Department
155 S. Razorback Road
Fayetteville, AR 72701
479-575-2222

Fayetteville Police Department
100 W. Rock Street
Fayetteville, AR 72701
479-587-3555

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