

## **Sexual Harassment Policy by Institute of Languages, Mathematics, and Sciences**

Sexual Harassment is prohibited by law and by ILMS.

Sexual harassment is described as:

- Unwelcome sexual advances
- Requests for sexual favors,
- and Other verbal, visual, or physical conduct of a sexual nature.
- Jokes or comments with sexual content may constitute sexual harassment.
- Behavior that creates an intimidating, offensive, or hostile environment and affects the tutee or tutor's ability to function properly may constitute sexual harassment.

This program will not tolerate any tutor or tutee being subjected to sexual harassment. ILMS will take all necessary steps to protect students and faculty from sexual harassment and all forms of sexual intimidation and exploitation.

Under the Illinois Human Rights Act (Act), all workers have the right to employment free from unlawful discrimination or sexual harassment.

In Illinois, it is a civil rights violation under Article 2-102(K) of the Act for an employer to fail to include in a posting on the premises, AND in an employee handbook, information concerning the rights of employees to:

- 1 - Be free from unlawful discrimination or sexual harassment in the workplace;
- 2 - File a charge of discrimination or sexual harassment; and
- 3 - Obtain certain reasonable accommodations such as those based on pregnancy and disability.

For further information, contact IDHR at: Website: [www.illinois.gov/dhr](http://www.illinois.gov/dhr).

- Chicago: 555 W Monroe St., 7th Floor Chicago, IL 60661 (312) 814-6200 (866) 740-3953 (TTY) (312) 814-6251 (Fax)
- Springfield: 524 S. 2nd St., Suite 300 Springfield, IL 62701 (217) 785-5100 (866) 740-3953 (TTY) (217) 785-5106 (Fax)
- Illinois Sexual Harassment and Discrimination Helpline 1-877-236-7703 or TTY: 711 Monday to Friday, 8:30 a.m. to 5:00 p.m.  
[www.illinois.gov/sexualharassment](http://www.illinois.gov/sexualharassment)

