

CS 20 UNIVERSITY OF PITTSBURGH POLICY (formerly 06-05-01)

CATEGORY: HEALTH, SAFETY, AND SEXUAL MISCONDUCT
SECTION: Sexual Misconduct and Discrimination
SUBJECT: Sexual Misconduct
EFFECTIVE DATE: August 14, 2020 Revised
PAGE (S): 5

I. SCOPE

This document establishes policy pertaining to the University’s prohibition of sexual misconduct that does not otherwise constitute “Sexual Harassment” as specifically defined in and addressed under Policy CS 27, Title IX.

For information about reporting sexual misconduct, as well as detailed information about complaint and appeals processes, see the related [Procedure CS 20, Sexual Misconduct \(formerly 06-05-01\)](#).

II. POLICY

All members of the University community are expected to conduct themselves in a manner that does not infringe upon the rights of others.

The University does not discriminate on the basis of sex in employment, or in its educational programs or other activities. Sexual misconduct that affects the educational or employment environment is a form of sexual discrimination. Such conduct (to the extent it is not covered by and addressed under Policy CS 27) violates this Policy, and generally also violates federal, state or local laws. The University of

Policy CS 27 is subject to and should be analyzed under the University’s Equal Opportunity and Affirmative Action Policy and Procedure and any other appropriate policy or procedure.

III. JURISDICTION

This Policy applies to all members of the University community including all students, post-doctoral associates and post-doctoral scholars, research associates, faculty, faculty administrators, staff, staff administrators, Board of Trustee members and other University officials, whether full- or part-time, and guest lecturers, volunteers, advisory board members, and third parties such as contractors, and visitors. Third parties are prohibited from violating this Policy but are not entitled to the process provided to University community members in the accompanying Procedure. This Policy is applicable to a student on the date on which the student pays a deposit or matriculates, whichever is sooner. For faculty and staff, it is applicable when the offer of employment is accepted.

This Policy governs all University-

X. CHANGES TO THIS POLICY

This Policy and the associated Procedure are subject to change due to changes in the relevant laws, regulations and/or case law. The current versions, which can be found at <https://www.policy.pitt.edu/>, always apply.

XI. REFERENCES

[Procedure CS 20 \(formerly 06-05-01\), Sexual Misconduct](#)

[Policy CS 27, Title IX](#)

[Procedure CS 27, Title IX](#)

[Policy CS 02 \(formerly 02-04-03\), Consensual Sexual, Romantic, and Intimate Relationships with Students and Between Employees](#)

[Policy CS 07 \(formerly 07-01-03\), Nondiscrimination, Equal Opportunity, and Affirmative Action](#)

The Statement on Academic Freedom of the Ad Hoc Committee on Academic Freedom at the University of Pittsburgh, <http://www.pitt.edu/~provost/afstatement.html>