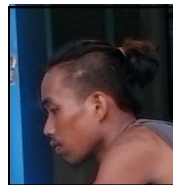




MORE CLEAN-UP/BEAUTIFICATION PHOTOS



COM-FSM POLICY AGAINST SEXUAL HARASSMENT

(COM-FSM Human Resources Manual, Chapter 15, p. 110) 8/29/17

COM-FSM has a policy, recently approved 8/29/17, against sexual harassment. In general, it means *“unwelcome and repeated sexual advances, requests for sexual favors, physical contact, written or verbal communication of a sexual nature made by someone directed at or to another in the work or educational setting.”* It is a strong **directive to COM-FSM employees.**

Specifically, the COM-FSM policy would include such behavior as:

- *requests for sexual activity; physical displays of affection;*
- *giving inappropriate personal gifts;*
- *frequent personal communication with a student (via phone, e-mail, letters, notes, text messaging, social networks, etc.) unrelated to course work or official College matters;*
- *giving or accepting rides; giving or offering housing; selling or buying anything even of nominal value; and*

ACTIVE DISENGAGEMENT **at COM-FSM Chuuk Campus**

According to COM-FSM standards of teaching and learning, students are supposed to be good at **“active and collaborative learning”** and **“active engagement”**. For instance, in class they are expected to answer their instructor’s questions and also to ask their own questions for the instructor to answer. Instead, here is what we find:

- Most students in the average classroom just sit and look at the instructor – with very little understanding – with very little learning – with very little interest. They sit passively 90% of the class time. Most rarely ever take notes.
- Only about 2-3 students participate actively in class.
- Instructors blame students for lack of learning. Students blame instructors for failing to provide active learning experiences.

Student perception of their instructors is not positive, and so students lack active and collaborative learning in class. We may have a serious problem of **“active disengagement”**. Instructors and students need to resolve this problem.☹

- *engaging in sexual contact and/or sexual relations.”*

Take heed, students. Do not let any administrator, staff, or faculty commit sexual harassment against you. If it happens to you, report such incident immediately to Dean Kind Kanto, Instructional Coordinator Mixon Jonas, or a staff member whom you trust to help you.☹

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ADVISORY **What to Do About Sexual** **Harassment on Chuuk Campus**

What would you do if a student is harassed sexually by an employee? There are two points in the question:

First, IF YOU ARE SEXUALLY HARASSED, DO NOT KEEP IT A SECRET. Do not be embarrassed — tell the Dean, tell the IC, tell someone whom you trust among the staff. The policy requires that action be taken against the offender. The Dean must immediately set up an investigation to find evidence of sexual harassment.

Second, IF YOU KNOW ABOUT A FRIEND BEING SEXUALLY HARASSED, DO NOT KEEP THAT INFORMATION A SECRET. You need to help stop this problem. This is called “bystander intervention” — that you have a responsibility to help.

Each student has one more responsibility — DO NOT LET AN EMPLOYEE TRY TO FOOL AROUND WITH YOU. JUST SAY NO!

If you need to discuss this matter more, there is someone already on campus to help you. She is the acting security supervisor Siena Seker. She will advise you to take care of yourself, to avoid sexual harassment, and to help all of us to resolve this problem.

Do not be a victim of sexual harassment. Think before you jump into a dump site.☹

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