

Department of Music

Washington University at St. Louis  
c/o Professor Jeffrey Kurtzman

September 4, 1995

To Whom It May Concern:

In response to the question of how I and my colleagues in the Department of Music physically express feelings of congratulations or other emotions among ourselves, our staff, and our students, it must be noted that the faculty is governed at all times by the guidelines expressed in Section IV of the "Reynolda Campus Faculty Handbook," which governs sexual harassment at Wake Forest, which reads:

The determination of what constitutes sexual harassment will vary with the particular circumstances, but it may be described generally as unwanted sexual behavior, such as physical contact or verbal comments or suggestions, which adversely affects the working or learning environment of an individual. Sexual harassment is clearly constituted when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic advancement, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions or academic decision affecting an individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive working or academic environment.

In the Department of Music, faculty, staff, and students do not refrain from hugging or touching each other in non-sexual ways, as such modes of expression seem appropriate, and are not uncommon among friends within the arts community. If someone were to take offense at expressions of a physical nature, such behavior would cease immediately.

I hope that this information will be of help.

Sincerely yours,



David B. Levy  
Associate Professor and Chair