NON-DISCRIMINATION AND ANTI-HARASSMENT

What is Discrimination?
Discrimination occurs when an individual or group of individuals is treated adversely (i.e. denied rights, benefits, equitable treatment, or access to facilities available to all others) based on the individual’s or group’s protected class.

What Are The Protected Classes?
Federal law, State law, and University policy prohibit discrimination based on these protected classes (to the extent permitted by applicable law):

- Race
- Sex
- Color
- Religion
- National Origin
- Age
- Disability
- Genetic Info
- Veterans Status
- Sexual Orientation

What is Harassment?
Harassment is a form of discrimination. Harassment consists of unwelcome behavior that is based upon a person’s protected class. Harassment includes conduct that demeans or shows hostility or aversion toward an individual because of his or her protected class and is sufficiently severe or pervasive to create an intimidating, hostile or offensive environment for academic pursuits, employment, or participation in University sponsored activities. Harassing conduct may be verbal, written, visual or physical in nature. It includes, but is not limited to:

- Verbal abuse or hostile behavior such as insulting, name calling, teasing, mocking, degrading or ridiculing another person or group;
- Conduct that is physically offensive, harmful, threatening or humiliating such as impending or blocking movement, leering or staring;
- Unwelcome or inappropriate physical contact such as kissing, hugging, pinching, patting, grabbling;
- Physical assault or stalking;
- Unwelcome or inappropriate sexual advances, flirtations, propositions, requests for sexual favors, comments, questions, epithets or demands;

Consult with HR
As a supervisor, you should work closely with HRS when dealing with discrimination or harassment claims. Please call a Human Resource Services Employee Relations Representative at 426-1616.