

- 1  Anti-Discrimination and Harassment Policy
  
- 2  ULM's Commitment
  - Maintain an environment free from discrimination and harassment for all employees and students
    - Treated with dignity and fairness
    - All members of the University community will be held accountable for compliance
  
- 3  Employer's Obligation
  - Train all employees and supervisors
    - Discrimination and harassment are prohibited
  - Provide venue for complaints
    - Victims
    - Alleged offenders
  - Take prompt and corrective actions
  
- 4  Harassment Defined
  - **Harassment** - a form of misconduct which undermines the integrity of personal and professional relationships between employees and students
  - **Two forms**
    - **Quid Pro Quo**
    - **Hostile or Offensive Workplace**
  
- 5  Harassment Conditions
  - Condition, either explicit (clear) or implicit (implied), used as basis for employment or academic evaluation
  - Unsolicited or unwelcome overtures and conduct, either verbal or physical
  - Conduct interferes with work performance
    - Faculty
    - Staff
  - Conduct interferes with a students' academic performance
  
- 6  Power Differentials
  - Romantic relationships are discouraged by the University especially if these relationships involve a significant power differential such as:
    - Faculty/staff and students/teaching assistants
    - Supervisor and Subordinates
  - Consensual Relationships  
WHEN IN DOUBT, DON'T DO IT!!!
  
- 7  Inappropriate Conduct/Behavior
  - ❖ Frequent or repeated advances, statements or propositions

- ❖ Requests for sexual favors
- ❖ Vulgar/foul language

8  **Filing Complaints**

- A student or employee who considers themselves a victim of harassment or discrimination should first consult the appropriate University Official:
  - Their immediate supervisor
  - A Department Head, Director or Dean
  - A Vice President
  - The Director of Human Resources/EEO

9  **Complaint Guidelines**

- Details of the incident or conduct
- Dates and locations of incident
- Witnesses to the alleged incident/conduct
- Previous actions of harassment or discrimination which was reported
- Desired resolution of complaint

10  **Rights of the Accused**

- Notified of complaint within 10 working days
- Respond to alleged complaint within 10 working days
  - Address each incident of alleged conduct
- Non-response from accused
  - 5 working days

11  **Equal Employment Opportunity Advisory Committee**

- Tasked with:
  - Investigating and reviewing the complaint
  - Collecting and clarifying facts surrounding the complaint
  - Meeting with the complainant and the alleged offender
  - Determining if actions violated ULM's Policy
  - Recommending the appropriate relief and/or disciplinary action

12  **EEO Advisory Committee**

- Investigation of a formal complaint
  - To begin within 15 working days from receipt of written statement
- Provide a report to the President
  - Detailed findings and recommendations
  - Recommended corrective actions
- Right to Appeal
  - President of the University of Louisiana System Board of Supervisors

13  **Retaliation/False Information**

- Retaliation
- False accusations

- Disciplinary actions