

Anti-Discrimination and Harassment Policy

- No employee (staff, faculty, and administrator) or student, male or female, should be subjected to unsolicited and unwelcome overtures or conduct, either verbal or physical

Employer's Obligation

- Ensure that employees and supervisors are aware that discrimination and harassment is prohibited
- Provide a means to allow alleged victims to bring their complaints to the attention of appropriate managers
- Take prompt, remedial and corrective action when discrimination and harassment comes to the employer's attention

Definition

- ***Harassment*** is a form of misconduct which undermines the integrity of personal, professional, employee and student relationships
- Conditions Present for Harassment:
 - Submission to or tolerance of the conduct
 - Submission to or rejection of the conduct
 - The conduct has the effect of interfering with work performance
 - The conduct has the effect of interfering with a students' academic performance

Conduct or Behavior “of a Harassing Nature”

- Frequent or repeated touching, sexual flirtation, advances or propositions which are not welcomed
- Unwelcome jokes, stories, comments, innuendoes, or other sexually oriented statements designed to humiliate or embarrass
- Unwelcome sexual communications graphic or degrading verbal comments about one's gender related to personal appearance

Conduct or Behavior “of a Harassing Nature”

- Unwelcome sexual advances, requests for sexual favors, or other offensive verbal or physical contact of a sexual nature
- Unwelcome display of sexually explicit materials, objects or pictures in an individual's place of work or study
- Creating or arranging situations specifically designed to violate privacy in an unwelcome and undesired manner.

Power Differentials

- Romantic relationships are discouraged by the University if these relationships involve a significant power differential such as:
 - Faculty and students/teaching assistants
 - Supervisor and Subordinates
 - Employees and students
 - Consensual Relationships

WHEN IN DOUBT, DON'T DO IT!!!

Filing Complaints

- A student or employee who considers themselves a victim of harassment should first consult an appropriate University Official such as:
 - The immediate supervisor
 - A Department Head, Director or Dean
 - The Equal Employment Opportunity Coordinator
 - Vice President
 - The Director of Human Resources

Other Forms of Discrimination and Harassment

- Harassment consists of sexual or any other form based on race, color, gender, national origin, religion, age, disability or veteran's status.

Complaints

- Details concerning the incident(s) or conduct
- Dates and locations of incident(s)
- Any witnesses to the alleged incident or conduct
- If any previous actions of harassment or discrimination have been reported
- Action requested to resolve the complaint and prevent future violation of the policy

Equal Opportunity Advisory Committee

- Review and investigate the complaint
- Collect and clarify all available facts about the alleged harassment
- May meet with the complainant and the alleged offender
- Determine if the University's anti-discrimination and harassment policy has been violated
- Recommend appropriate relief and disciplinary action to the President of the University

EEO Advisory Committee

- The committee will initiate and investigation within **15 working days** of the formal complaint filing date.
- Following completion of the investigation by the EEO Advisory Committee, if a resolution has not been reached, a report will be provided to the President.
- Right to Appeal
 - University President
 - President of the University of Louisiana System Board of Supervisors.

Formal Grievance Response for Accused

- Contact the alleged perpetrator within 10 working days
- 10 working days to respond
- Each instance of alleged discrimination or harassment should be addressed
- Non-response from the accused

Retaliation/False Information

- Retaliation
- False accusations
- Disciplinary actions