

# Non-harassment Policy

The university does not tolerate sexual harassment or harassment based on race, color, ancestry, national or ethnic origin, citizenship, religious creed, sex or gender, sexual orientation, gender identity, age, disability, veteran status, status a disabled veteran, marital status, medical condition, genetic information, or any other characteristic protected under applicable federal, state, or local law. All such harassment is unlawful.

Prohibited unlawful harassment includes, but is not limited to, the following behavior:

- Verbal conduct such as epithets, derogatory jokes or comments, slurs or unwanted sexual advances, invitations, or comments.
- Visual conduct such as derogatory and/or sexually-oriented posters, photography, cartoons, drawings or gestures.
- Physical conduct such as assault, unwanted touching or blocking normal movement because of sex, race or any other protected basis.
- Threats and demands to submit to sexual requests and sexual favors.
- Retaliation for having reported or threatened to report harassment.

A written complaint should be given to the Dean of Students as soon as possible after an incident. Complaints should include details of the incident or incidents, names of the individuals involved and names of any witnesses.