

subject to the jurisdiction and authority of the University with respect to matters of Discrimination, Protected Class Harassment, and Retaliation.

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C : The person who reports or is reported by another person as having been subjected to acts potentially constituting discrimination, harassment, sexual harassment, or retaliation by another.

is conduct that is based upon an individual's race, age, creed, color, religion, national origin or ancestry, sex, gender, disability, veteran status, genetic information, sexual orientation, gender identity or expression, pregnancy, or because an individual has inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant that (a) excludes an individual from participation in, (b) denies the individual the benefit

It is any unwelcome sexual advance, request for sexual favors, or other conduct of a sexual nature when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, education or participation in a university activity;
2. Submission to or rejection of such conduct by an individual is used as the basis for, or a factor in, decisions affecting that individual's employment, education or participation in a university activity; or
3. Such conduct is sufficiently severe or pervasive to unreasonably interfere with an individual's employment or education or create an intimidating, hostile or offensive environment for that person's employment, education or participation in a university activity.

Depending upon the facts, examples of sexual harassment could include, but are not limited to: unwelcome sexual advances; repeated and unwelcome

policy; or opposing a discriminatory practice. Action is generally deemed retaliatory if it would deter a reasonable person in the same circumstances from opposing practices prohibited by this policy or participating in the complaint processes under this policy. For there to be retaliation, there must be a causal connection between the protected activity and the materially adverse action. The University strictly prohibits retaliation. Depending upon the facts, examples of conduct that may be retaliation may include, but are not limited to demotion, denial of raise, termination, threats, harassment, and intimidation.

Harassment committed by an individual complainant

Admission of students, employment, and the availability and access to CSU-Pueblo programs, activities, and facilities are made in accordance with these policies regarding non-discrimination.

As such, the University prohibits any conduct that constitutes Discrimination, Protected Class Harassment, and Retaliation. The University prohibits threats directed towards a Complainant because of that person's actual or perceived protected characteristics. Furthermore, the University prohibits conduct which maliciously and with specific intent to intimidate or harass a Complainant because of that person's protected characteristics and that: makes physical contact with the Complainant; damages or defaces any property of any individual in accordance with T

academic faculty. Verbal or physical1

8. The Vietnam Era Veterans' Readjustment Assistance Act
9. The Pregnancy Discrimination Act
10. Executive Order 11246, as amended
11. Violence Against Women Reauthorization Act of 2013
12. The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act
13. The Genetic Information Nondiscrimination Act of 2008
14. All civil rights laws of the State of Colorado

1. Title IX, Sexual Harassment and Gender Discrimination
2. Access to Personnel Files Policy and Procedures
3. Student Code of Conduct
4. Familial and Consensual Relationships (Nepotism)
5. Family Educational Rights and Privacy Act (FERPA)
6. Service Animals in Classrooms

CSU-Pueblo Procedures for Discrimination, Protected Class Harassment and Retaliation

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Approved by Dr. Timothy Mottet, President Date 9/16/2020

Approved by The Board of Governors Date 10/9/2020