
Harassment and Discrimination

Harassment

Harassment is defined as **unwelcome conduct** that is based on a protected class, which includes race, religion, color, national origin, age, sex, sexual orientation, gender identity, height, weight, genetic information, marital status, disabled veteran status, veteran status, or disability. Harassment does not include constitutionally protected activity or conduct that serves a legitimate purpose.

Harassment becomes against University policy where:

1. Enduring the offensive conduct becomes a condition of continued employment, or
2. The conduct is sufficiently severe, persistent or pervasive enough to create an environment that a reasonable person would consider intimidating, hostile, or offensive or that substantially interferes with an individual's ability to participate in or benefit from a University program, activity, and/or employment.

Discrimination

Discrimination

Sexu I Mi c

Rape means the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim

Fon

course of conduct means two or more acts, including, but not limited to, acts in which the individual directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or

Substantial Emotional stress means significant mental suffering or anguish that may, but does not necessarily require medical or other professional treatment or counseling

See [Facts about Sexual Harassment](#)

[<https://www.eeoc.gov/laws/guidance/fact-sheet-sexual-harassment-discrimination>]

