

GE2030 - Non-Discrimination and Anti-Harassment

General

Chief Compliance Officer

Office for Institutional Equity

This policy is to reaffirm that the University of Memphis will not discriminate against employees regarding equal employment opportunity and students regarding equal access to educational programs. Further, the University of Memphis will maintain a campus as a place of work and study for faculty, staff, and students, free of harassment on the basis of inclusion in any protected class.

*As an Employer, the University*

exist for students in all education programs and activities, including but not limited to, the following:

- Recruitment and admissions;
- Academic, extracurricular, research, occupational training, health-related training, and other education programs;
- Student life activities;
- Housing and facilities;
- Access to course offerings;
- Counseling;
- Financial and employment assistance; and
- Athletics.

Discrimination may also result from having a policy or practice that has a disproportionately adverse impact on protected class members. Examples of conduct that fall into the definition of discrimination include, but are not limited to:

- Differential treatment in recruitment, hiring, training, promotion, transfer,

[Harassment & Sexual/Gender-Based Misconduct](#). Decisions regarding applicability of the non-discrimination policy versus the sexual harassment policy will be made by the Office for Institutional Equity.

All employees are required to be knowledgeable of this policy and its requirements.

Managers and supervisors must deal expeditiously and fairly with allegations of

measures imposed in response to the underlying allegations. Any acts of retaliation should be reported promptly to the Title IX Coordinator.

GE2030 – Non-Discrimination & Anti-Harassment Policy, November 20, 2015

GE2030 supersedes UM1781

UM1781 – November 20, 2015