Z š o] š]}v

Furthermore, the University strictly forbids retaliation by any member of the University community against anyone who brings a charge of discrimination or any other form of harassment. Once the University has knowledge of conduct or behavior that could be reasonably construed as harassment or discrimination, action under this policy must be initiated and followed to its conclusion.

}ŒšZ u]v]•ŒŠ]vš ŒŒ]À]vP š š Œu]v š]}v }(ÁZ šZ Œ Z
]• Œ]u]v š]}v Z • } µŒŒ U •Z oo Œ À] Á šZ]v(}Œu š]}v
]Œ µu•š v • v]v šZ }Zvš ÆŒš P]v Á]Z]]Z všš }Œ]v] vš• } µ
dZ š Œu]v š]}v •Z oo u (Œ}uŒ š•Z (•]šX}w]vÀ••š]P š]
Œ ‰}Œš Á]oo ÁŒ]šš v }v šZ }u‰o]všX

^µ•‰ v•]}v }Œ Z ••]Pvu vš

š vÇ •š P]v šZ]vÀ •š]P š]}vU v µ• u‰o}Ç u Ç
Œ ••]Pv X /(šZ }u‰o]vš]• P]v•š Pµ •š }Œ À v }ŒU š
‰Œ]À]o P • • Pµ •š •µ•‰ v U }Œ šZ À v }ŒšZ Ç Z À]š
hv]À Œ•]šÇ •µ•‰ v U }Œ šZ Pµ •š }Œ À v }Œ u Ç ‰Œ}Z
Á]šZ (µošÇU •š ((U •šµ vš•U Pµ •š• }Œ À v }Œ• }(šZ hv]
Œ •}oÀ X

/v(}Œu o Z •}oµš]}v

h‰}v }u‰o š]}v }(šZ]vÀ •š]vP šµ]‰v}v v]š• ‰Àv Œ]šÇU šZ
u]v]•šŒ š}Œ• Œ µšZ}Œ]Ì š} Œ •}oÀ šZ u šš Œ š} šZ
šZ }u‰o]v]vP ‰ ŒšÇ v šZ µ• (µošÇ u u ŒX /(
hv]À Œ•]šÇ v }šZ ‰ Œš] •Z]• (Œ}ŒšZ• }(šZšŒ}µPuZ]vš]•šŒ š}Œ•
ÁŒ]šš v •š š u všU }‰Ç }(ÁZ] Z •Z oo 'Œš‰}ŒšUš}ZšZoo
]v] š šZ PŒ u vš Œ Z Ç šZ ‰ Œš] • v •Z oo •]
‰ ŒšÇ v Ç šZ u]v]•šŒošš}Œš}X}vš švZšu‰]ou šU µv Œ šZ
PŒ u vš •Z oo š]vÀv•šv]PššZ]}v •Z oo o}• X

š Œu]v š]}v }(D Œ]š• }(}u‰o]vš

/v ŒŒ]À]vP š š Œu]v š]}v }(šZ Æ]•š v }(Z Œ ••u v
u]v]•šŒ š}Œ• •Z oo À]}w•] Œ šÁZ}o U šZ š}š o]šÇ }(šZ
v šZ }vš Æš]v Á]Z] Z šZ oo P À vš• } µŒŒ X v]vÀ
ÁŒ]šš v }v šZ }u‰o]všX dZ š Œu]v š]}v }(šZ Æ]•š v
]• Œ]u]v š]}v •Z oo Z u(š•(Œv}uÇš • •]•X

š Œu]v š]}v

h‰}v }u‰o š]}v }(šZ]vÀ •š]P š]}vU šZ K(([}(,µu v Z •
u]v]•šŒ š}Œ• Œ µšZ}Œ]Ì š} š l šZ (}oo}Á]vP š]}v•W

X š Œu]v šZ š šZ o]u }(Z Œ ••u vš }Œ]• Œ]u]v š
•µ •š vš] š • }v ‰Œ ‰}v Œ v }(šZ À] v U v
v}š] }(•µ Z š Œu]v š]}v š} šZ u‰o}Ç U Pµ •š }Œ Á
}u‰o]v všV }Œ

X š Œu]v šZ]uš}š(ZZ Œ ••u vš }Œ]• Œ]u]v š]}v Á • •µ
• }v ‰Œ ‰}v Œ v }(šZ À] v U v]••µ ‰‰Œ
š]}v P]v•š šZ u‰o}Ç U Pµ •š }Œ À v }Œ Á]šZ v}š]

}u‰o]v vš šZ š ‰‰Œ}‰Œ] š v•š]švZ]•u‰]vP Çš UvPµP•]
}Œ À v }ŒU Á]šZ}µš ‰Œ}À]]vP š]o• }(šZ v šµŒ }(

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Either party may appeal the determination by the Office of Human Resources or the administrators to the Vice President for Finance and Administration in writing within fifteen (15) business days of receipt of notification of the determination. If no appeal is filed within fifteen business days (15) period, the matter is automatically closed. If a determination of no harassment or discrimination is appealed, the Vice President for Finance and Administration shall make a written recommendation to the President within seven (7) business days. The President shall notify all parties of his or her decision in writing within seven (7) business days after receipt of the Vice President for Finance and Administration recommendation. The President [decision is final.

u‰o}Çu švÁš]oo

dZ µš]o]Ì šš]}v ‰(Œš} µŒ • •Z oo v}š ((šÁš]oš Z v šu‰Œ}Ç(µ švš
u‰o}Çu vš Œ o š]}v•Z]‰X

>} P]vP }(}u‰o]vš /vÀ}oÀ]vP ^šµ vš

W Œ•}v• ÁZ} Z À }u‰o]vš• oo P]vP Z Œ ••u vš }Œ]• Œ]u]v š
v }µŒ P š} Œ]• šZ u]šZ Œ }Œ oo Ç }Œ]v ÁŒ]š]vP š} šZ s]
(( ]Œ•l v }(^šµ vš•U švZU WŒ]šÀZ}•šKU(( ] }(,µu v Z •}µŒ •X d
Œ]À]vP šZ }u‰o]vš •Z oo }uuµv] š]š ‰Œ}u‰šoÇ š} šZ
(( ]Œ•l v }(^šµ vš•]v Z]• }Œ Z Œ • v X

/vÀ •š]P š]}v

h‰}v Œ]‰š }(}u‰o]vš]•}Œ]uŒv •š]uvvšP}Œv•š •šµ všU
WŒ •] vš }(^šµ vš (( ]Œ•Z oo }v À^šµš]Pvšš• }Œ ••]Pv šZ]
šÁ} ~î• u]v]•šŒ š}Œ•U Z }(ÁZ}u uµ•š]šZ Œ s] W
WŒ •] •všu }}Œ ÁZ}]Œ}Œšš}Ç Œs]‰ WŒ •] vš }Œ ••}] š s]
WŒ •] vš v ÁZ}]• u‰o}Ç š o •š š šZ]Œ š}Œ o À o
Z •}µŒ • •Z oo • ŒÀ]v v À]•}ŒÇ ‰]šÇ (}Œ }u‰o]v
}Àru vš]}v •š ((}Œ šZ •Œ]Pšv}Œ• •uZ]vo]•š]vÀ •š]P š šZ }u
]vš ŒÀ] Á šZ ‰ Œš] • v Á]šv •• •]vÀ}oÀ v P šZ Œ oo

‰ ‰ o•

]šZ Œ ‰ ŒšÇ u Ç ‰ ‰ o šZ š Œu]v š]}v Ç šZ]vÀ •š]P
Á]šZ]v (](š v ~íñ• µ•]v •• Ç• }(Œ]‰š }(šv}šš]([] š]}v }(
s] WŒ •] vš (}Œ ^šµ vš (( ]Œ•l v }(^šµ vš• }ŒU]v šZ
(}Œ ^šµ vš• (( ]Œ•l v }(^šµ vš• u šZ š Œu]v š]}vU
/(šZ s] WŒ •] vš (}Œ ^šµ vš (( ]Œ•l v]šÇ^šµ vš• v
WŒ •] vš } • v}š š š} Z vP šZ š Œu]v š]}v Á]šZ]v • À
Œ]À]vP šZ ‰ ‰ oU šZ š Œu]v š]}v •Z oo }u (]v oX
‰ ‰ o š} šZ s] WŒ •] vš (}Œ ^šµ vš (( ]Œ••l]šÇv }(^šµ
WŒ •] vš]• (]v oX

E} }všŒ šµ o Z]PZš•

dZ]• ‰}o] Ç } • v}š Œ š }všŒ šµ o Œ]PZš• }(vÇ l]v (}Œ •
À v }Œ•X dZ]• ‰}o] Ç u Ç u v U u‰o](] }Œ Á]šZ Œ Áv Ç
]• Œ š]}vUš]uš XvÇ

u‰µ• ,}šo]v

dZ hv]À Œ•]šÇ ‰ŒŒ‰}ÀE]šÇ• šZ‰]µŒ• Z}šo]v šZ š oo hv]À Œ•]šÇ }
Œ ‰}Œš }v ŒŒ‰XŒdšZÇ ‰ZŒ]EŒÀ] Œ u Ç ŒEõðïïZóôóôX oo]vP ôòò