

DEPARTMENT OF STUDENT LIFE

Sexual and Racial Harassment

Affirmative Action/EEO Office

106 Harris Hall

341-6314

It is the policy of the Missouri University of Science and Technology that discrimination and harassment are unacceptable conduct, which will not be condoned.

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, or other unwelcome verbal or physical conduct of a sexual nature which creates an offensive, intimidating or hostile environment.

Racism may be directed at an individual or group. It can be overt or subtle and is often manifested as racial harassment including the use of racial epithets or other racially based derogatory language or behavior which has the intended effect, or reasonably foreseeable effect of interfering unduly with the work or academic performance of another or creating a hostile, intimidating or offensive environment. Other forms of discrimination include harassment based on an individual's age, gender or national origin.

The Missouri University of Science and Technology has procedures to deal with harassment complaints on an informal basis without having to file a formal grievance. The objective of informal resolution is to stop the unwelcome behavior. If informal resolution fails, you have the opportunity to file a formal grievance.

If you believe you have been subjected to harassing behavior, you are encouraged to discuss the matter with: the Vice Chancellor of Student Affairs, 106 Norwood Hall, 341-4292; an Equality Aide; the Assistant to the Chancellor for Affirmative Action, 106 Harris Hall, 341-6314; or Counseling Center, 204 Norwood Hall, 341-4211.

Students, staff, and faculty have a responsibility to work together to make the Missouri University of Science and Technology a bias-free educational and living environment. We can achieve this goal by expanding our multicultural perspective of the world and by treating all fellow students and members of the campus community with equal respect.