

Disability status — Contact Disability Services, (414) 288-1645, Alumni Memorial Union, Room 317, Pat Almon, coordinator.

Veteran's status — Contact Human Resources, (414) 288-7305, David A. Straz, Jr., Tower, Room 185, Steve Duffy, director.

Race, color, sex, sexual orientation, religion, age or national origin — Contact Affirmative Action, (414) 288-3430, David A. Straz, Jr., Tower, 185H.

HARASSMENT POLICY

Marquette University, as a Catholic, Jesuit institution, insists that all human beings possess an inherent dignity and equality because they are made in the image and likeness of God. The university entirely and consistently disowns, as a matter of principle, any unlawful or wrongful discrimination against the rights of others.

As the university is committed to maintaining an environment in which the dignity and worth of each member of its community is respected, it will not tolerate harassment of or by students, faculty, staff, and guests or visitors. Such behavior of identified individuals or groups will be subject to appropriate action including, but not limited to education, probation, suspension or expulsion from the institution or the campus, and/or civil or criminal action in some instances.

Harassment is defined as verbal, written or physical conduct directed at a person or a group based on color, race, national origin, ethnicity, gender or sexual orientation where the offensive behavior is intimidating, hostile or demeaning, or which could or does result in mental, emotional or physical discomfort, embarrassment, ridicule or harm.

Harassment includes not only offensive behavior which interferes with a person's or group's well-being or development, but also such behaviors which interfere with one's employment or educational status or performance, or which create a hostile working, academic or social environment. It is a violation for a university person — student, faculty, staff, guest or visitor, or anyone else acting at the instigation of a university person — to:

1. Engage in any form of harassment whether intentional or unintentional on the campus or in the off-campus area.
2. Retaliate against a person who has initiated an inquiry or complaint having to do with harassment.

Racial Harassment

Racial harassment is defined as verbal, written or physical conduct — either a single incident or a persistent pattern of behavior — directed at a person or a group based on one's color, race, national origin or ethnicity, where the offensive behavior is intimidating, hostile or demeaning, or which could or does result in mental, emotional or physical discomfort, embarrassment, ridicule or harm.

Harassment on the Basis of Sexual Orientation

Harassment on the basis of sexual orientation is defined as any verbal, written or physical conduct directed at a person or a group based on sexual orientation or perceived sexual orientation, where the offensive behavior is intimidating, hostile or demeaning or which could or does result in mental, emotional or physical discomfort, embarrassment, ridicule or harm.