



## Discrimination, Harassment and Retaliation

UNC policy prohibits discrimination and harassment based on protected class identity. Unfair treatment, abusive words or expressions, or intimidating behavior directed at any member of the campus community based on an aspect of identity protected under UNC policy is reportable to the Office of Institutional Equity and Compliance and may rise to a policy violation.

The **Discrimination Complaint Procedures**

**([https://www.unco.edu/trustees/pdf/University\\_Regulations.pdf](https://www.unco.edu/trustees/pdf/University_Regulations.pdf))** (DCP) describe specifically what is meant by the terms “Discrimination”, “Harassment” and “Retaliation” and how complaints of “Discrimination,” “Harassment” and “Retaliation” are investigated and resolved by the University.

### 1-1-508(2) Non-Discrimination Policy

The University will not engage in unlawful discrimination against any person with respect to employment or the provision of educational services because of race, color, religion, sex, age, national origin, disability, sexual orientation (heterosexuality, homosexuality, bisexuality, transgender status, or another individual's perception thereof), gender identity, gender expression, or veteran status, as prohibited under the applicable provisions of the Title VI of the Civil Rights Act of 1964, Title VII of the Civil Rights Act of 1964, Executive Order 11246, Title IX of the Education Amendments of

1972, the Rehabilitation Act of 1973, the Equal Pay Act of 1963, the Age Discrimination in Employment Act of 1967, the Americans with Disabilities Act of 1990, the Family Medical Leave Act of 1993, the Uniformed Services Employment and Reemployment Rights Act, the Vietnam Veterans' Readjustment Assistance Act of 1974 and the Colorado Anti-Discrimination Act. It is the University's policy to prohibit discrimination in employment or the provision of educational services on the basis of political affiliation. The University will take affirmative action to ensure that applicants for employment, its employees, applicants for student admission, and its students are treated by the University without regard to race, color, religion, sex, age, national origin, disability, sexual orientation, gender identity, gender expression, veteran status, or political affiliation. Affirmative action will include training programs, outreach efforts, recruiting activity and other positive steps in accordance with the laws of the United States and the State of Colorado. The University will post in conspicuous places notices setting forth the provisions of this University's Equal Opportunity Policy.

## Contact OIEC

Phone: **970-351-4899**

(tel:9703514899)Email: [titleix@unco.edu](mailto:titleix@unco.edu) (<mailto:titleix@unco.edu%20?subject=>)

SUBMIT REPORT ([HTTPS://CM.MAXIENT.COM/REPORTINGFORM.PHP?UNIVOFNORTHERNCOLORADO&LAYOUT\\_ID=5](https://cm.maxient.com/reportingform.php?UNIVOFNORTHERNCOLORADO&LAYOUT_ID=5))

## UNC Employees

All UNC employees who are not confidential resources have an obligation to report knowledge of sexual misconduct to the Office of Institutional Equity and Compliance and **UNC Police** (</police/index.aspx>).

If a non-confidential employee becomes aware of an incident of sexual misconduct they are **required** to **submit a formal report** ([https://cm.maxient.com/reportingform.php?UnivofNorthernColorado&layout\\_id=5](https://cm.maxient.com/reportingform.php?UnivofNorthernColorado&layout_id=5)) to the Title XI office. If you do not want to have a formal report made you may seek confidential resources for support.

## Terminology

Under university policy, protected class includes: race, color, religion, sex, age, national origin, disability, sexual orientation, gender identity, gender expression, veteran status, or political affiliation.

### **Discrimination**

When you are treated unfavorably because of your race, gender, national origin, age, disability, sexual orientation or other protected status.

### **Harassment**

When you are subjected to repeated or severe unwelcome discriminatory behavior that creates an intimidating, hostile or abusive work or educational environment.

### **Retaliation**

When you are treated unfavorably because you have complained about discrimination or harassment or because you have provided information related to another person's complaint.

## **Equal Opportunity Employment and Affirmative Action**

UNC is an equal opportunity/affirmative action/Title IX employer committed to a culturally diverse staff, faculty, and student body. In accordance with established laws, the University prohibits discrimination based on race, religion, gender, age, national origin, disability, sexual orientation, gender identity, gender expression, military service, or political affiliation for employees in all aspects of employment and for students in academic programs and activities.

Equal Opportunity in employment and education is a priority and the University is dedicated to providing an equal opportunity climate and an environment free from discrimination and harassment.

UNC's commitment to affirmative action includes achievement of relevant objectives as part of its management performance evaluation system. This commitment is also in the University's affirmative action plan and procedures for recruitment and selection of exempt staff and faculty.