

NOTE: Additional Academic Integrity information is available from the Office of Student Conduct

SECTION C. ANTI-DISCRIMINATION POLICY

The university does not tolerate discrimination or harassment based on or related to sex (including pregnancy), race, color, national origin, religion, age, disability, protected veteran status, genetic information, sexual orientation, gender identity, gender expression, or other protected categories, classes, or characteristics per TTU System Regulation 07.10.

1. Harassment

Harassment based on a person's protected class under this regulation is a form of discrimination. Harassment is verbal or physical conduct that is directed toward an individual because of sex (including pregnancy), race, color, national origin, religion, age, disability, protected veteran status, genetic information, sexual orientation, gender identity, gender expression, or other protected categories, classes, or characteristics, when such conduct is sufficiently severe or pervasive that it has the purpose or effect of unreasonably interfering with an individual's academic or work performance or of creating a hostile academic or work environment. Examples of inappropriate behavior that may constitute unlawful Harassment include, but are not limited to, the following, if related to an individual's protected category, class, or characteristic:

- a. Derogatory, disparaging, or disrespectful remarks, comments, slurs, or jokes about a particular person or protected category, class, or characteristic of persons based on, about, or because of a protected category, class, or characteristic;
- b. Display of explicit or offensive posters, pictures, drawings, cartoons, calendars, correspondence, digital or broadcast content (including images, videos, or audio), or any other physical, digital, or multimedia materials in any form that reflect disparagingly upon a category, class, or characteristic of persons or a particular person in a protected category or class;
- c. Loud or angry outbursts or obscenities in the workplace directed toward a member of the University Community;
- d. Disparate treatment without a legitimate business reason; or;
- e. other threats, discrimination, hazing, bullying, stalking, or violence.

2. Sexual Harassment

- a. Unwelcome sex-based verbal, or physical conduct that: 1) In the employment context, unreasonably interferes with an individual's work performance or creates an intimidating, hostile, or offensive work environment. To constitute an intimidating, hostile, or offensive working environment, the complained of conduct must be either severe, persistent, or pervasive; or 2) In the educational context, is sufficiently severe, persistent, or pervasive that the conduct unreasonably interferes with a student's ability to participate in or benefit from educational programs or activities.

- b. Examples of inappropriate behavior that may constitute sexual Harassment include, but are not limited to:
- i. Sexual teasing, jokes, remarks, or questions;
 - ii. Sexual looks and gestures;
 - iii. Sexual innuendoes or stories;
 - iv. Communicating in a manner with sexual overtones;
 - v. Inappropriate comments about dress or physical appearance;
 - vi. Gifts, letters, calls, e-mails, online posts, or materials of a sexual nature;
 - vii. Sexually explicit visual material (calendars, posters, cards, software, internet, or other multimedia materials);
 - viii. Sexual favoritism;
 - ix. Pressure for dates or sexual favors;
 - x. Inappropriate discussion of private sexual behavior;
 - xi. Non-consensual video or audio-taping of sexual activity;
 - xii. Exposing one's genitals or inducing another to expose their genitals;
 - xiii. Unwelcome physical contact (touching, patting, stroking, rubbing);
 - xiv. Nonconsensual Sexual Intercourse, Sexual Assault, or rape;
 - xv. Stalking;
 - xvi. Domestic or Dating violence;
 - xvii. Other gender-based threats, discrimination, intimidation, hazing, bullying, Stalking, or violence.

Note: While not appropriate, not all rude or offensive comments or conduct constitute misconduct, sexual harassment, or unlawful discrimination.

See Part I, Section B: Misconduct, C. Sexual Misconduct of the Code of Student Conduct

3. Submitting a Report

Students wishing to report an incident of discrimination or harassment, including gender-based discrimination, sexual harassment, or sexual assault, should contact the Title IX Administrator or the Office of the Dean of Students. If the complaint is against an employee the student may also contact the Office of Equal Opportunity. Additional reporting information, including how to make a confidential report, can be found at titleix.ttu.edu/, <https://www.depts.ttu.edu/dos/>, or <http://www.texastech.edu/offices/equal-employment/>.

Students reporting discrimination or harassment in their employment capacity should contact the Office of Equal Opportunity. Information on reporting may be found here: <http://www.texastech.edu/offices/equal-employment/>.

Note: The State of Texas requires Texas Tech University employees, including student employees, to report an incident of sexual harassment, sexual assault, dating violence, or stalking that is alleged to involve a student enrolled at or an employee of the University at the time of the incident. For more information, please see: TTU System Regulations 07.10, 07.06, and 07.06B

4. Office of Civil Rights Complaints

Nothing in this policy shall prevent a student from presenting a charge of discrimination or other grievance covered by this policy to an external agency, such as the United States Department of