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## Anti-Harassment/Discrimination Policy 2.5-2

### Details

**Category:**

Legal / Compliance

**Authorizing Body:**

President - PRES

**Responsible Department:**

General Counsel

**Applies To:**

Faculty, Staff, Students, Contractors & Vendors

**Adopted Date:**

04/07/1986

**Revised Date:**

04/01/2015

Print Policy

### Article I. Purpose

Saginaw Valley State University ("University") is committed to providing work and learning opportunities without regard to age, color, disability, gender identity, genetic information, height, marital status, national origin, race, religion, sex (including pregnancy), sexual orientation, veteran status, weight, or on any other basis protected by state, federal, or other applicable law, and to achieving its objectives in compliance with applicable federal, state and local laws and regulations that prohibit discrimination.

## **Article II. Prohibition of Unlawful Discrimination/Harassment**

### **Discrimination Prohibited**

It is the University's policy to treat faculty, staff and students equally without regard to any personal characteristic protected by applicable law.

### **Sexual and Other Harassment Prohibited**

The University is committed to maintaining an environment where no individual, including, but not limited to, faculty, staff, students, applicants for employment, contractors, customers, consultants, visitors, or vendors experiences sexual harassment or harassment based on any personal characteristic protected by applicable law. The University will respond promptly to reports of violations of this policy.

### **The Law and the University's Policy**

The law defines "sexual harassment" as unwelcome sexual advances, request for sexual favors, or verbal or physical conduct of a sexual nature when (a) submission to or rejection of such advances, requests, or conduct is made either explicitly or implicitly a term or condition of employment, education, housing or participation in any University activity; or (b) such advances, requests or conduct have the purpose or effect of unreasonably interfering with an individual's employment, education, housing or participation in any University activity by creating an intimidating, hostile, humiliating or sexually offensive environment. It is the University's policy to vigorously enforce these prohibitions.

## **Article III. Reporting and Investigation**

### **Reports of Prohibited Conduct:**

1. Any individual who believes that he or she has been subjected to conduct prohibited by this policy by any University officer, employee, student, contractor, visitor, vendor, or other person should report the inappropriate conduct to the University. Individuals are encouraged to report prohibited conduct before it becomes severe or frequent.
2. An individual may report the prohibited conduct, either in person or in writing, to his or her supervisor. Alternatively, an individual may report a violation of this policy by contacting the officer to whom the supervisor reports, to the Office of Diversity Programs or Human Resources. Under no circumstances is anyone required to report prohibited conduct to a person he or she believes may be responsible for that conduct.
3. Individuals who become aware of or observe any conduct or incident that could be construed as a violation of this policy must report promptly such conduct or incident(s) to the Office of Diversity Programs or Human Resources.

### **Investigation and Corrective Measures:**

1. The University will investigate all reports of conduct prohibited by this policy as promptly as possible. The University expects employees and students who are contacted in the course of an investigation to cooperate fully, and to answer questions honestly and completely. The individual who made the report will be advised generally of the results of the investigation.
2. Any employee or student who is found to have engaged in conduct prohibited by this policy will be subject to appropriate disciplinary action, up to and including termination of employment or enrollment. In addition, appropriate corrective measures will be taken when a contractor, customer, consultant, visitor, vendor or other person is found to have engaged in conduct prohibited by this policy.
3. Discipline issued to any employee will be subject to the terms of any applicable grievance procedure. Discipline issued to a student will be subject to the procedures as outlined in the Code of Student Conduct.

#### **Article IV. Retaliation Prohibited**

Retaliation in any form against an individual who reports a violation of this policy, or who provides information in the course of an investigation of a reported violation, is strictly prohibited and will not be tolerated.

#### **Article V. Confidentiality**

The University is committed to investigating and resolving reports of violation of this policy in such a way as to maintain confidentiality to the fullest extent permitted by the circumstances and to the extent permitted by law. Individuals who report violations or who are contacted in the course of an investigation are expected to treat reports of violations or information regarding reports as strictly confidential. A breach of confidentiality may result in disciplinary action up to and including termination of employment.