

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. Marquette University seeks to provide an environment whereby students, faculty, staff, guests and visitors can study, work, and experience the university community without harassment or discrimination.

Marquette University prohibits harassment and discrimination on the basis of race, color, gender, age, sexual orientation, religion, disability, veteran's status or national origin, or any other characteristics protected by law, in its programs and activities. In addition to being contrary to the university's Mission and Guiding Values, harassment and discrimination are prohibited by this policy, the university's Sexual Harassment, Discrimination and Sexual Misconduct Policy, and state and federal laws. The university is dedicated to providing a prompt and thorough response to conduct that adversely impacts, or has the potential to adversely impact, the educational or work environment of Marquette University faculty, students, staff, guests and visitors.

This Harassment and Discrimination Policy ("Policy") has been developed to provide recourse for individuals who believe their rights as protected by this Policy have been violated, and serves as a means to determine, after the fact, if specific behaviors constitute violations of this Policy.

Prohibited Conduct under this Policy

Harassment, as defined by this Policy, includes any action, language or visual representation, based on any characteristic protected by law including race, color, gender, age, sexual orientation, religion, disability, veteran's status or national origin, that is sufficiently severe, pervasive, persistent or patently offensive that it has the effect of unreasonably interfering with that individual's work or academic performance, or that creates a hostile working, educational or living environment. Sexual harassment and harassment based on gender are prohibited at the university and are covered under the **Marquette University Sexual Harassment, Discrimination and Sexual Misconduct Policy**, as are other forms of Sexual Misconduct defined therein (including sexual assault, dating or relationship violence or stalking).

Non-discriminatory harassment as defined by this Policy, includes any action, language or visual representation, that is sufficiently severe, pervasive, persistent or patently offensive that it has the effect of unreasonably interfering with that person's work or academic performance, or that creates an intimidating, hostile, or offensive working, educational, or living environment. It is a violation of this Policy for a member of the Marquette community (faculty, staff, student, guest or visitor, or anyone else acting at the instigation of a Marquette community member) to:

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

Doxing, as defined as the public release of personal or identifying information about a member of the university community by a third party, that has the impact of humiliating, threatening, intimidating, or bringing harm to the identified individual.

Students may unknowingly engage in doxing when attempting to bring light to the misconduct of other students. We encourage all members of the university community to utilize the established processes for reporting situations of this nature (see **Bias incidents**).

Cyberbullying, as defined as antagonistic and unwelcome behavior through an online medium towards a member of the university community that is severe or repeated and that would be likely to intimidate, hurt, demean, defame, control, or diminish the individual. Cyberbullying may include, but is not limited to comments and visual representations that contain slurs, epithets, and derogatory terms.

Procedures

Information about harassment is available from the following offices: Student Development, Residence Life, Student Affairs, Campus Ministry, Counseling Center, Recreational Sports, Marquette University



QUICK LINKS

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Medical Clinic, International Education and Marquette University Police Department (MUPD). The Office of Human Resources may be contacted for counseling and assistance relating to affirmative action issues. Anyone with a question or concern about harassment is encouraged to contact one of the above offices for counsel and assistance.

Harassment complaints about a student should be filed with the Office of Student Development or Marquette University Police Department. Harassment complaints about an employee (including a student employee) should be filed with the employee's immediate supervisor. If the complaint is with the immediate supervisor, the employee should contact the supervisor's immediate superior. A complaint about a guest or visitor should be called to the attention of the host or the supervisor of the area or event where the concern has arisen.

The right of confidentiality for any party involved in a harassment incident, including the complainant and the charged, will be respected insofar as it does not interfere with the university's obligation to investigate allegations of misconduct and to take corrective action where appropriate.

Any student or employee may also contact the affirmative action officer for counseling and assistance.

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