



**Office of Affirmative Action and Equal Opportunity**

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*Committed to promoting success for the entire campus community through equality, fairness, and understanding*

## **OSU Policy Against Discrimination and Discriminatory Harassment**

### ***Introduction***

To comply with federal and state laws, Oregon State University prohibits discrimination on the basis of age, color, disability, gender identity or expression, national origin, race, religion, sex, sexual orientation, or veteran status in any of its policies, procedures, or practices.

Oregon State University, as an institution of higher education and as a community of scholars, affirms its commitment to the elimination of discrimination and harassment, and the provision of equal opportunity for all. An objective of Oregon State University is the creation and maintenance of a positive atmosphere of nondiscrimination in every phase and activity of university operations.

Harassment and intimidation can impede an individual's ability to participate fully in the educational process. Acts of discrimination, harassment and insensitivity hurt and degrade all members of the campus community whether victim, perpetrator, or observer. Every member of the university community is responsible for creating and maintaining a climate free of discriminatory harassment.

### ***Policy Prohibiting Discriminatory Harassment***

Oregon State University policy prohibits behavior based on another's status that has the purpose or effect of creating an intimidating, hostile, or offensive working or educational environment. Status refers to age, color, disability, gender identity or expression, national origin, race, religion, sex, sexual orientation, or veteran status.

This policy is not intended to and will not be applied in a way that would violate rights to academic freedom and freedom of expression.

### ***Sexual Harassment Policy***

Oregon State University's [Sexual Harassment Policy](#) is available on this Web site. Order printed copies of the policy from the Office of Affirmative Action and Equal Opportunity (OAAEO).

### ***Responding To Complaints of Discriminatory Harassment***

All members of the university community may raise complaints with the OAAEO. The OAAEO handles both informal and formal complaints of discrimination and discriminatory harassment. To initiate a complaint, students, employees, applicants, and other members of the university community may make an appointment to meet with the Equal Opportunity Associate of the OAAEO. If the problem cannot be resolved

informally, a formal complaint may be filed. The Equal Opportunity Associate will guide the individual through the procedures of filing a formal complaint. This step can be taken in addition to those options listed below for students, faculty, and staff. Information on [Discrimination Complaint Procedures](#) are available from this Web site. Printed copies of the procedures can be ordered from the OAAEO.

## **1. Students**

Students may resolve informal complaints with the assistance of various campus offices and departments. They can find help through the Office of the Dean of Students, their living group director or advisor, their academic advisor, or the appropriate department chair or dean. The "Student Life Policies and Regulations describe the grievance and appeals procedures for students. Copies are available through [Student Involvement](#).

## **2. Classified Staff**

Classified staff may meet with their supervisor or the Director of [Human Resources](#). Classified staff employees represented by the Oregon Public Employees Union (OPEU) should refer to Article 22, "No Discrimination," and Article 21, "Grievance and Arbitration Procedures," of the collective bargaining agreement between the State of Oregon and OPEU; members of the Graphic Communications International Union should refer to Article 6, "Nondiscrimination," and Article 29, "Grievance and Arbitration," of their respective documents; management service employees are covered by State Personnel and Labor Relations Division rule 105-80-008-02.

## **3. Academic Staff**

Academic staff employees may meet with the department chair, director, or dean. The OSU [Faculty Handbook](#) describes the informal and formal grievance procedure for academic staff.

## **4. Sanctions**

Acts of discriminatory harassment and other behavior that creates an intimidating, hostile, or offensive environment fall within the grounds for sanctions for cause for academic staff (OAR 580-21-320 and following) and grounds for disciplinary action for classified staff (OPEU collective bargaining agreement, Article 28), and management service employees (State Personnel and Labor Relations Division Rules, 105-80-003 and 105-80-004). Sanctions range from counseling and reprimand to termination of employment.

The Student Life Policies and Regulations prohibit hazing, harassing, threatening, or intimidating actions, or any practice by a student or group of students which abuses, endangers, jeopardizes personal safety, or interferes with official duties, class attendance, or educational pursuits of any person. Violation of this rule may result in disciplinary action ranging from warning and loss of privileges to suspension and expulsion.

## **5. Retaliation and False Accusations**

An individual filing a complaint or grievance in good faith shall not be subject to retaliatory action. An individual found to have knowingly and intentionally filed a false complaint or grievance will be subject to sanction.

## 6. Sanction Limitations

Some forms of offensive language and behavior may not be subject to sanction; the university is bound to respect and protect rights secured by the Oregon and United States constitutions and principles of academic freedom. To the extent that discriminatory behavior is offensive but not subject to sanction, the university will attempt to use the educational process and the actions below to address the issue or incident.

### ***Additional Efforts To Address Discriminatory Harassment***

Discriminatory harassment is unacceptable at Oregon State University. In order to prevent and respond to such conduct, university employees and representatives will:

1. Work to prevent discriminatory acts from occurring through policies, statements, educational programs and courses, awareness-raising efforts, and training programs;
2. Actively work to promote a campus climate and work environment that is open to and welcomes all persons;
3. Promptly and clearly speak out against such actions when they occur;
4. Model the type of civilized and respectful behavior that is expected of all persons at Oregon State University (e.g., supervisor to employee, co-worker to co-worker, dean and chair to faculty, advisor to student leader, student leader to student, student to guest);
5. Resolve disputes and misunderstandings in a respectful and open manner befitting a university, through the use of discourse, mediation, and education where appropriate;
6. Routinely record and publicize, within legal guidelines and with respect for privacy and confidentiality, all reported incidents of discrimination and harassment on the OSU campus and at university-sponsored activities and facilities.