



( ) Discrimination. Action based on a protected category that limits a group or individual's ability to participate in the university's educational and employment opportunities.

( ) Harassment. A form of discrimination. Harassment is defined as action taken without consent, based on a protected category, and that results in:

( ) Enduring the offensive conduct as a condition of continued employment, academic success, or enrollment; or

( ) Sufficiently severe or pervasive to interfere with the individual or group's ability to

with the victim a partner or intimate partner, or a person  
similarly situated to a partner of the victim under the domestic or  
family violence law of the jurisdiction, or any other person  
against an adult or youth victim who is protected from that person's  
acts under the domestic or family violence law of the jurisdiction.

( ) Dating violence. Violence or intimidation committed by a person  
who is or has been in a social relationship of a romantic or intimate  
nature with the victim. The existence of such a relationship shall  
be determined by



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(H) Formal resolution for employer, university department, and victim respondent.

The EEOA investigator will summarize any relevant information gathered as part of their investigation. The written disposition will include the investigator's determination of whether the respondent's non-discrimination policy was violated.

( ) The investigator will apply the appropriate standard in making the determination; the investigator will determine whether it is more likely than not that the alleged conduct occurred.

( ) If discrimination or harassment was found to have occurred, the disposition will include the investigator's recommended sanction to prevent recurrence of any discrimination/harassment and to correct any discriminatory effect on the complainant and others, if appropriate.

( ) If the respondent is an employer or department, the respondent's department





