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Scope: Who is Covered by this Policy?

Employees, Students, Visitors and Vendors

Policy

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Respect for human diversity is an essential element of the Miami University community. Members of the Miami University community have the right to an environment free of conduct that unreasonably interferes, hinders, or otherwise denies another a suitable working, living, or learning environment. Therefore, members of the University community should refrain from harassing others or creating an environment that denies others a suitable working, living, or educational environment. Miami University strongly opposes and will not tolerate harassment or discrimination on the basis of age, color, disability, gender identity or expression, genetic information, military status, national origin (ancestry), pregnancy, race, religion, sex/gender, status as a parent or foster parent, sexual orientation or protected veteran status in its activities, programs, admission, and employment. This prohibition extends to harassment or discrimination, based on the protected status listed above, including the creation of an intimidating, hostile, or offensive working, educational, or living environment. This Policy is intended to address all forms of prohibited harassment and discrimination except for allegations of sexual harassment, sexual misconduct, interpersonal violence (stalking, dating violence and domestic violence) which are addressed separately in the [Title IX Protocol - Sexual Misconduct Policy and Procedures for Students](#) (<http://blog.miamioh.edu>).

that

- \$. Adversely affects a term or condition of a person's employment, education, living environment or participation in a University activity; or
- &. Is used as a basis for or a motivating factor in decisions affecting the person's employment, education, living environment or participation in a University activity.

Examples of conduct prohibited by this policy include but are not means limited to taking any of the actions listed below based on a person's age, color, disability, gender identity or expression, genetic information, military status, national origin (ancestry), pregnancy, race, religion, sex/gender, status as a parent or foster parent, sexual orientation or protected veteran status (Protected Class Status):

- \$. Denying a person access to an educational program;
- &. Denying salary increases and/or promotions;
- '. Preventing a person from participating in any activity or program or using University facilities or services; or
- (. Using protected class status as a motivating factor in making a decision about employment or educational opportunities.

Harassment Harassment is unwelcome conduct that is based on a person's Protected Class Status-age, color, disability, gender identity or expression, genetic information, military status, national origin (ancestry), pregnancy, race, religion, sex/gender, status as a parent or foster parent, sexual orientation or protected veteran status.

Harassing conduct may include, but is not limited to, offensive jokes, slurs, epithets or name calling, physical assaults or threats, intimidation, ridicule or mockery, insults or put-downs, offensive objects or pictures, and interference with work performance.

Harassment becomes a violation of this Policy when 1) enduring the offensive conduct becomes a condition of continued employment, or 2) the conduct is sufficiently severe or pervasive enough to create a work environment that a reasonable person would consider it intimidating, hostile, or abusive. For conduct to constitute harassment it must be more than offensive; it must be so severe or pervasive that it effectively denies the victim access to the University's programs or activities or unreasonably interferes with the victim's working, educational or living environment.

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This policy applies to all aspects of Miami University's operations, programs and activities, including regional campuses. It applies to all University students and employees, including faculty, unclassified staff, classified non-bargaining staff, bargaining unit staff, and student employees. It also applies to all vendors, contractors, subcontractors, and others who do business with the University. It applies to all visitors or guests on campus to the extent that there is an allegation of harassment or discrimination made by them against University students or employees. This policy also applies to harassment or discrimination that occurs outside the educational program or workplace if the conduct negatively affects a person's educational or work environment.

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General information regarding this policy is available at the Office of Equity and Equal Opportunity, Hanna House, Miami University, Oxford, Ohio 45056, [\(513\) 529-7157](tel:513-529-7157).

Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act Coordinator - Section 504 and the ADA are federal laws prohibiting discrimination on the basis of disability. The University's Section 504 and ADA Coordinator is 9 b_ he

Any retaliatory action or conduct taken by any person against a person who has sought relief under this policy is strictly prohibited and will be regarded as a separate and distinct violation of this policy. Examples of retaliatory action include assigning low grades, assigning undesirable teaching or work schedules, and/or giving deflated performance evaluations. This protection against retaliation extends to any person who opposes acts of harassment or discrimination or who testifies, assists, or participates in any manner in an investigation, proceeding, or hearing relative to harassment or discrimination.

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If the University determines that reasonable cause exists to believe that a violation of this policy has occurred, the University will take action to provide appropriate additional relief. This policy provides for reliable and impartial investigation of harassment or discrimination. ~~When harassment or discrimination has occurred, the University will take appropriate action to provide relief to the victim and to prevent future incidents.~~

If there has been a finding that reasonable cause exists to believe that a vendor, contractor, subcontractor, visitor, guest or other person who does business with the University has violated this policy, the matter shall be referred to the Senior Vice President for Finance and Business Services for appropriate administrative action.

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Complaints may also be filed with the United States Department of Education Office for Civil Rights

(www2.ed.gov/about/offices/list/ocr/docs/howto.html) or by consulting an attorney at the person's own expense.

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[Squal Opportunity inclusion/oeeo/index.html](https://miamioh.edu/diversity-inclusion/oeeo/index.html)

[Consumer Information info/index.html](https://miamioh.edu/about-miami/pubs-policies/consumer-info/index.html)

[Land Acknowledgement inclusion/land/index.html](https://miamioh.edu/diversity-inclusion/land/index.html)

[Privacy Statement statement/index.html](https://miamioh.edu/about-miami/pubs-policies/privacy-statement/index.html)

[Title IX Statement statement/index.html](https://www.miamioh.edu/campus-safety/sexual-assault/about/title-ix-statement/index.html)

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