



Policy Number: 1-119

Policy Name: Nondiscrimination and Anti-Harassment

Policy Revision Dates: 10/2020, 8/2020, 9/2018,  
6/12, 09/10

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taking place within the United States and within a board or university sponsored program or activity: sexual assault, dating violence, domestic violence, and stalking.

#### 4. Retaliation

Retaliation in the context of non-discrimination and anti-harassment occurs when an adverse action is taken against an individual for engaging in protected activity. Protected activity consists of: (1) opposing conduct reasonably believed to constitute discrimination, including harassment, which violates an employment or education discrimination statute or which board or university policy prohibits; or (2) filing a complaint about such practice; or (3) testifying, assisting, or participating in any manner in an investigation or other proceeding related to a discrimination complaint. Adverse actions that are reasonably likely to deter a complaining individual or others from engaging in protected activity are prohibited.

#### D. Responsibilities

1. All individuals identified in Section B.1. of this policy are responsible for participating in creating and maintaining a workplace and/or educational environment free from all forms of prohibited discrimination, including harassment and retaliation, and for cooperating with board and university officials who investigate allegations of violations of this policy.
2. Individuals charged with supervisory authority are required to engage in appropriate measures to prevent violations of this policy. Individuals charged with supervisory authority who are informed of or who have a reasonable basis to believe that a violation of this policy has occurred are required to promptly report it to the individual or office designated by each university president or, if applicable, the board's executive director for investigation. Supervisory inaction may be cause for disciplinary action.
3. An individual believing that he or she has been subjected to discrimination, harassment, or retaliation in violation of this policy should report the matter immediately to the university in accordance with the policies and procedures in place at that

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university. Complaints about alleged violations of this policy by any board employees should be reported to the executive director of the board or, if that is not practicable, to the general counsel or the Chair of the board.

4. Each University shall maintain at least one Title IX Coordinator to assist with complaints with Title IX of the Education Amendments of 1972 and shall establish a process for addressing formal complaints of Title IX Sexual Harassment in compliance with applicable law.

E. Confidentiality

All board and university employees who, in their administrative capacity, receive reports of discrimination, harassment, or retaliation shall maintain the confidentiality of the information they receive, except where disclosure is required by law or is necessary to facilitate legitimate board or university processes, including the reporting, investigation, and resolution of discrimination, harassment, or retaliation allegations.