



UW System Home > Board of Regents > Policies

## **Regent Policy Documents**

## **SECTION 14: DISCRIMINATION PROHIBITED**

14-6 RACIST AND OTHER DISCRIMINATORY CONDUCT POLICY

- "Racist and other discriminatory conduct" means intentional conduct, either verbal or physical, that explicitly demeans the race, sex, religion, color, creed, disability, sexual orientation, national origin, ancestry, or age of an individual or individuals, and (1) has the purpose or effect of interfering with the education, university-related work, or other university authorized activity of a university student, employee, official or guest; or (2) creates an intimidating, hostile or demeaning environment for education, university related work, or other university authorized activity.
- b. In addition, institutions may wish to provide specific examples of racist and other discriminatory conduct, to further enhance understanding of the problem. Such examples might include:
  - i. physical contact or attacks for racial reasons;
  - ii. intimidation through the threat of force or violence on a person's body, possessions or residence;
  - iii. verbal assaults based on ethnicity, such as name calling, racial slurs, or "jokes" that demean a victim's color, culture or history.
- c. It is important to note that not every act which may be offensive to an individual or group will be considered to be racist and discriminatory conduct and a violation of system or institutional policy. Whether a specific incident constitutes harassment proscribed by university policy will be decided on a case-by-case basis in accordance with the procedures developed by each institution. Due consideration

17.06(2) was, on its face, overbroad and vague, in violation of the First Amendment. The Board subsequently initiated a revision to the rule to correct the constitutional defects noted in the UWM Post case. At its May, 1992 meeting, the Board approved a revision to the rule, which became effective September 1, 1992. Following the Board's May 1992 action, however, the us. Supreme Court handed down its decision in R.AY v. St. Paul. 112 S. Ct. 2538 (1992). In addition, the Wisconsin

© 2013 Board of Regents - University of Wisconsin System. All Rights Reserved A-Z Index | Accessibility Policy | Privacy Policy | Contact Webmaster XHTML | CSS