

# Prohibited Discrimination and Harassment (including Sexual Harassment) Policy

1. Johnson & Wales University ("JWU") values and fosters an educational and employment environment free from all forms of hostility, intimidation, and offensive behavior. The university prohibits unlawful discrimination based on any Protected Classes. Such conduct violates not only university policy, but may also violate federal, state, and (potentially) local laws.
2. Harassment may take many forms, including physical, verbal, and nonverbal acts and written statements.
3. Harassment does not have to include intent to harm, be directed at a specific target or involve repeated incidents. A single incident involving severe misconduct may sometimes rise to the level of harassment.
4. Discrimination and harassment are inappropriate and will not be tolerated at JWU. Such behavior or the tolerance of such behavior on the part of an employee violates university policy and will result in remedial and/or disciplinary action up to and including termination of employment. Such behavior on the part of a student also violates the Student Code of Conduct and will result in remedial action and/or student conduct sanctions up to and including dismissal from the university.

To review the entire Prohibited Discrimination and Harassment (including Sexual Harassment) Policy, in addition to this page, please see the following:

- Notice of Nondiscrimination
- What is Sexual Harassment?
- What Are Other Types of Prohibited Harassment?
- What to Do
- Filing a Complaint
- Investigation and Resolution
- Retaliation, False Complaints
- Enforcement Agencies

## **Application of Policy**

Except insofar as the university's Title IX Policy and Procedures apply, this Policy will apply to all matters determined to fall under any applicable laws that prohibit discrimination based on any Protected Classes. In the event of a report of discrimination based on disability, such report will be addressed under both this Policy and either the Student Disability Grievance Policy or Employee Disability Grievance Policy, as applicable. In the event of a conflict between this Policy and the relevant disability grievance policy, the relevant disability grievance policy will control. If any matter is dismissed as outside the scope of this Policy, then, in the sole discretion of the university, the university may bring charges and address such conduct under any other applicable university codes, policies, practices, procedures, or rules (collectively, "Rules"), which will apply to matters outside the scope of this Policy.