

# Prohibited Discrimination and Harassment (including Sexual Harassment) Policy

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 and harassment, including discrimination or harassment, on the basis of age, color, disability, gender identity or expression, genetic information, national origin, actual or potential parental, family, or marital status, including pregnancy and related conditions, race<sup>1</sup>, religion, sex, sexual orientation, status as a protected veteran, or any other unlawful basis ("protected category"). Such conduct violates not only university policy, but may also violate federal, state, and (potentially) local laws.

Harassment may take many forms, including physical, verbal, and nonverbal acts and written statements. 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.

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, may violate Title IX of the Education Amendments of 1972, 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**

This Policy will apply to all matters determined to fall under Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, Title VI and VII of the Civil Rights Act of 1964, the Americans with Disabilities Act of 1990, and other applicable Federal and State statutes. 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.

<sup>1</sup> The protected category of "race" includes traits historically associated with race, including, but not limited to, hair texture, hair type, hair length, and protective hairstyles.