

II. Policy

In accordance with applicable federal law, Auburn University at Montgomery complies with all regulations regarding unlawful discrimination against or harassment of its students. Any form of discrimination or harassment related to a student's race, color, sex, religion, national origin, age, sexual orientation, disability, or veteran status is a violation of the Student Anti-Harassment Policy.

This policy is intended to cover any prohibited harassment of or discrimination against a student by other students, employees or university agents. This policy also covers harassment of students by non-employees on university property or while engaged in university-sponsored activities, as well as prohibited discrimination against students by university contractors.

The term harassment includes but is not limited to: intimidation, hostile or abusive behavior toward a person or persons, slurs, jokes or other graphic or physical conduct relating to a student's race, color, sex, religion, national origin, age, sexual orientation, disability or veteran status.

III. Definitions

Prohibited harassment based on race, color, sex, religion, age, disability, national origin, sexual orientation or veteran status is also covered by this policy. Prohibited harassment includes any severe or pervasive coercive behavior based on protected class status used to control or influence a student. It may be manifested by verbal and/or physical actions, gestures, unnecessary touching, requests for sexual favors, and physical assault. The definition of sexual harassment used above may be applied to other forms of prohibited harassment as well.

Sexual harassment in academic settings and in the employment arena where students are involved is defined as severe, pervasive or coercive unwelcome sexual advances, requests for sexual advances, requests for sexual favors and other verbal, graphic, or physical conduct of a sexual nature when:

- 3.1. Submission to such conduct may be explicitly or implicitly a term or condition of a student's academic success or employment;
- 3.2. Submission to or rejection of such conduct may be used as the basis for employment or academic decisions affecting the student and the student's total educational and/or work experience; or
- 3.3. Such conduct has the purpose or effect of substantially interfering with a student's employment or academic performance or creates an intimidating, hostile or offensive work or educational environment.

Abuse in an academic setting is emotional and psychological abuse inclusive of put-downs, bullying, intimidation, harassment, shame, coercion, exerting values of power, lying, condescension, creating feelings of powerlessness, being made to feel insignificant or inferior, excessive demands of perfection, inconsistent application of practices, not providing employees sufficient information to perform, depriving of rights/benefits, inappropriate nonverbal behaviors, ignoring, belittling, talking down to another, making judgments and setting up situations for failure.

The word "intimidation" by definition is "to frighten someone into doing or not doing something, (e.g., by means of violence or blackmail)." Intimidation is to "create a feeling of fear, awe or inadequacy in another person."