

Harassment/Discrimination

The University of North Dakota does *NOT TOLERATE* harassment or discrimination OF ANY KIND!

HARASSMENT IS: unacceptable behavior, which can range from violence and bullying to more subtle behavior such as ignoring an individual at work or study. It subjects an individual or a group to unwelcome attention, intimidation, humiliation, ridicule, offense or loss of privacy. It is unwanted by the recipient and continues after an objection is made. Harassment may take the form of oral, written, graphic, or physical conduct that is related to an individual's or group's protected class. This includes gender, race, national origin, color, disability, or other protected classes. Harassment based on sex, marital status, pregnancy, age, race, ethnicity, disability, or sexuality is a form of Unlawful Discrimination.

This definition includes sexual and racial harassment, and bullying as well as any other form of personal harassment arising from disability, sexual orientation, gender identity, socioeconomic status, age, religion etc. It can be a single explicit incident causing distress or repeated unacceptable behavior affecting the dignity of an individual that appears or feels offensive, demeaning, intimidating or hostile, such as:

- staring, stalking, touching
- sexual innuendoes and come-ons
- racist or sexist cartoons or posters, jokes about accents, or sexual orientation
- yelling, name-calling, mimicry

SEXUAL HARASSMENT IS:

- Any unwelcome sexual advances
- Requests for sexual favors
- Verbal or physical conduct of a sexual nature
- Consensual relationships can develop into harassment when relationships breakup

RACIAL HARASSMENT IS:

- When the behaviors are linked to your skin color, race, cultural background, etc.

HOW YOU CAN PREVENT HARASSMENT?

Everyone can help improve the work and study environment at UND by taking responsibility, showing respect for other people, and by modifying words and actions when they offend others. You can prevent harassment through awareness and self-evaluation by:

- becoming aware that your behavior can harass others clarifying your understanding of differences and interrelationships among harassment, freedom of speech, academic freedom, and performance management
- objecting to and reporting harassment when you see or experience it
- offering support to anyone who is being harassed
- refusing to go along with harassment masked as humor or academic debate

- If you are in a power of authority, know that power can be intimidating

Remember that no means "NO!"

Differences in attitude, background or culture can mean that what is perceived as harassment by one person may not seem so to another.

If you feel you have been harassed, here's who you contact:

- Dean of Students Office: complaints by students and other University affiliated personnel
- UND Police Department: all individuals concerning hate crimes, criminal behavior, and activities, which may endanger an individual, a group, or property
- Academic Deans: students in academic settings and faculty and staff in employment settings within the college and programs under the Dean's contro
- Non-Academic Department Heads: students, faculty, and staff in relation to functions and employees under their control
- UND Affirmative Action Office: Sally J. Page is UND's designated coordinator for receiving complaints of discrimination or harassment. Phone: 701-777-4171; e-mail address: sally.page@und.edu (mailto:sally.page@email.und.edu); 101 Twamley Hall; Box 7097, Grand Forks, ND 58202

DISCRIMINATION IS: when you are treated differently (e.g. less favorably) because of your gender, race, color, national origin, age, sex, sexual orientation, gender identity, veteran's status, marital status, affiliation or physical, mental or medical disability.

The University of North Dakota practices a policy of nondiscrimination in recruiting, hiring, and promoting of all of its employees, both faculty and staff. It is committed to administering all personnel actions--demotion, transfer, use of facilities, treatment during employment, rates of pay or other forms of compensation, selection for training, layoff, or termination--without regard to race, color, national origin, religion, sex, sexual orientation, gender identity, age, veterans' status, marital status, political affiliation or physical, mental or medical disability unrelated to the ability to engage in activities involved with the job. The University of North Dakota actively supports an affirmative action program in order to provide equal employment and educational opportunity in all areas: academic, support and construction.

Retaliation for filing a complaint or reporting discrimination or harassment is strictly prohibited!

FOR ADDITIONAL POLICY AND REFERENCE INFORMATION, PLEASE SEE:

- [Code of Student Life](#) (/student-affairs/code-of-student-life/)
- [Discrimination/Harassment Complaint Reporting Form](#) (/affirmative-action/_files/docs/discriminationcomplaintform.xlsx): race; color; national origin; religion; age; sex/sexual harassment; disability (504/ADA); veteran status; genetic information (GINA); sexual orientation or gender identity
- [Discrimination/Harassment Department Reporting Form](#) (/affirmative-action/_files/docs/discdeptrptform.xlsx) (used by department heads only)
- [Equal Opportunity/Affirmative Action Policy Statement](#) (/affirmative-action/eeocpolstmnt.pdf)
- [Equal Opportunity/Affirmative Action Policy Statement and Procedures for Complaints of Discrimination or Harassment](#). (/affirmative-action/eeocfullgina.pdf)
- [Family Educational Rights & Privacy Act \(FERPA\) Complaint Form](#) (/affirmative-action/_files/docs/ferpacomplaintform6.xls)
- [Guidelines of Discrimination Because of Sex](#) (/affirmative-action/_files/docs/discsex.pdf)
- [Harassment Training](#) (/affirmative-action/harassmenttraining.cfm): All UND employees are required to complete the [mandatory harassment training](#) (/affirmative-action/harassmenttraining.cfm) as a condition of

employment.

- [North Dakota University System Human Resources Policies](http://www.ndus.nodak.edu/makers/procedures/hr/)
(<http://www.ndus.nodak.edu/makers/procedures/hr/>)
- [Notification of Procedures of Complaints of Discrimination or Harassment](#) (/affirmative-action/_files/docs/harposterkelley.pdf)(issued by President Robert Kelley)
- [State Board of Higher Education](http://www.ndus.nodak.edu/makers/procedures/) (<http://www.ndus.nodak.edu/makers/procedures/>)
- [Tunnel of Oppression](http://www.und.edu/org/tunnel/) (<http://www.und.edu/org/tunnel/>) - UND Counseling Center
- [UND Faculty Handbook](http://www.und.nodak.edu/dept/registrar/senate/FacultyHandbook/) (<http://www.und.nodak.edu/dept/registrar/senate/FacultyHandbook/>)

NOTE: The University of North Dakota ACADEMIC DEPARTMENT HEADS are required to report to the Affirmative Action Office any complaints of discrimination or harassment (including sexual harassment) that they have handled. TO REPORT ANY AND ALL INCIDENTS, PLEASE COMPLETE THE [DISCRIMINATION/HARASSMENT DEPARTMENT REPORTING FORM](#) (/affirmative-action/_files/docs/discdeptrptform.xlsx)

Affirmative Action Office

Tel: Voice/TDD (701) 777-4171

Fax: (701) 777-2077

und.affirmativeactionoffice@und.edu

Connect to UND

(mailto:und.affirmativeactionoffice@email.und.edu)

- [Facebook](http://www.facebook.com/UNDAffirmativeAction) (<http://www.facebook.com/UNDAffirmativeAction>)
- [Twitter](http://www.twitter.com/myUND) (<http://www.twitter.com/myUND>)
- [Flickr](http://www.flickr.com/photos/universityofnorthdakota) (<http://www.flickr.com/photos/universityofnorthdakota>)
- [YouTube](http://www.youtube.com/user/UniversityOfND) (<http://www.youtube.com/user/UniversityOfND>)

©2012 [University of North Dakota](http://und.edu) (<http://und.edu>) -

[Report a copyright infringement](http://sits.ndus.edu/policies/digital-millennium-copyright-act-pc) (<http://sits.ndus.edu/policies/digital-millennium-copyright-act-pc>)