

## RU Policy No. 2.1

Responsible Division: Office of Human Resources

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Last Revised: 11/2017

Revised Effective Date: 12/1/2017

### Policy Prohibiting Discrimination, Harassment, Bullying, and Retaliation

#### Policy Statement

Roosevelt University is committed to the preservation of the dignity and worth of all members of the University community. To ensure an environment for working and learning in which all individuals are treated with respect, discrimination and harassment are unacceptable and will not be tolerated. In addition, no person who makes a good faith report of discrimination and/or harassment shall be retaliated against in any way.

The University reserves the right to modify or amend this Policy at any time, at its sole discretion. Any change to this Policy will become effective at the time designated above, and the changes will apply to both prospective students and those already enrolled. This Policy does not constitute an express or implied contract between Roosevelt University and any past, present, or prospective student, employee (including administrative, faculty, or staff), contractor, or volunteer. Unless otherwise stated, the following definitions apply to this Policy:

- "Employee" shall refer to all employees (including administrative: (s)6 3 (s)6 4 (-2s.)/(s)6 3



Verbal Sexual Harassment: Innuendoes, suggestive comments, jokes of a sexual nature, sexual propositions, lewd remarks and threats; requests for any type of sexual favor (including repeated, unwelcome requests for dates), and verbal abuse or “kidding” that is oriented toward a prohibited form of harassment, including that which is sexual in nature, unwelcome, and offensive.

Non-verbal Sexual Harassment: Distribution, display, or discussion of any written or graphic material (e.g., calendars, posters, or cartoons) that are sexually suggestive or show hostility toward an individual or group because of sex, suggestive or insulting sounds, leering, staring, whistling, obscene gestures, content in correspondence, or other form of communication that is sexual in nature, unwelcome, and offensive.

Physical Sexual Harassment: Unwelcome physical contact (e.g., touching, tickling, pinching, patting, brushing up against, hugging, cornering, kissing, fondling, and forced sexual intercourse or assault).

- There are two types of sexual harassment:

Quid pro quo harassment, where submission to the harassment is used as the basis for employment decisions or educational decisions. For example:

- A supervisor promises to give an employee a raise if she goes on a date with him; or a supervisor telling an employee she will fire him if he does not have sex with her.
- A faculty member promises to give a student a good grade if she goes on a date with him; a faculty member threatens to give a student a bad grade if he does not have sex with her.

Hostile work or learning environment, where harassment creates an offensive and unpleasant

### Anti-Bullying

Bullying is similar to harassment in that both types of conduct involve using cruel, offensive, and insulting behaviors to physically, mentally, and/or emotionally harm another person. Harassment specifically relates to conduct that is directed at another person because of the other person's Protected Status. Bullying as defined in this Policy, relates to all harassing conduct, regardless of the animus of the person engaging in the harassment. The following types of behavior are examples of bullying:

- Verbal bullying: Slandering, ridiculing or maligning a person or family; persistent name calling that is hu