

ANTI-HARASSMENT AND ANTI-DISCRIMINATION POLICY

Harassment and/or discrimination towards any member of the BGSU community will not be condoned. This policy applies to all ***administrators, faculty, staff***, students, contractors employed by the university, and vendors.

The Anti-harassment and Anti-discrimination Policy covers harassment and/or discrimination based on ***sex, sexual orientation, race or color, marital status, ethnicity, religion or creed, ancestry, national origin, disability, age, and veteran's status***. Other forms of harassment and /or discrimination, while harmful and unwanted, do not fall under the purview of this policy.

Each dean, director, department chair, faculty member and administrative head of an operational unit is responsible for the dissemination and implementation of this policy within his or her area of supervision. While not limited to persons at this level, administrators and managers have the primary responsibility for referring all reported or observed incidents of harassment and/or discrimination to the Office of Equity and Diversity. OED will address all reports of acts of harassment and/or discrimination regardless of whether or not the source of the allegation is known and whether or not the allegation is submitted in writing.

No campus employee who has any information, no matter how slight, should ignore the possibility that illegal harassment and discrimination are occurring in the workplace or educational setting. Therefore, all related information should immediately be reported to the Office of Equity and Diversity for their review and action, if appropriate. Further, it is a violation of university policy, as well as state and federal law, to retaliate against anyone bringing forth an honestly perceived complaint of harassment or discrimination. Retaliation is prohibited whether or not the charging party prevails in the original charge. The Office of Equity and Diversity will also investigate charges of retaliation.

Investigations will be handled on an individual, case-by-case, basis considering the complete record and all relevant circumstances. Investigations will be conducted as fairly and expeditiously as possible assuring confidentiality for both the complainant and the respondent to the extent possible.

Nothing in this policy should be interpreted as interfering with the practice of academic freedom at Bowling Green State University.

Additional information on the Anti-harassment and Anti-discrimination Policy may be found in the Administrative Staff Handbook, the Classified Staff Handbook and the Charter's Faculty Handbook.

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