Harassment, by definition, must be sufficiently severe, persistent, or pervasive so as to interfere with or limit the ability of the individual or group to participate in, or benefit from, the University of North Dakota’s programs or activities. Harassment and/or discrimination of an individual or group that is related to their status in a protected class is prohibited. Harassment may take the form of oral, written, graphic, or physical conduct that is related to an individual’s or group’s protected class status, this includes: sex, gender and gender identity, race, national origin, color, disability, sexual orientation, genetic information, age, or other protected classes. Sexual harassment may include, but is not limited to, unwelcome sexual advances, sexual coercion or assault, rape, and other verbal or physical conduct that creates an intimidating, hostile or offensive working, living, or academic environment in any University activity or program. Harassment based on race, national origin, color, disability, age, or other protected class status may include, but is not limited to, acts of bullying, verbal or physical conduct that creates an intimidating, hostile, or offensive working or academic environment in any University activity or program. It is the policy of the University of North Dakota to address and eliminate forms of unlawful harassment in employment and educational settings.1

Students may face enhanced sanctions for bias-motivated offenses (see Section 2-IV of the Code). The University’s harassment and discrimination policy and procedures are available on the Affirmative Action Office Website at http://und.edu/affirmative-action/policies.cfm. Updated 6-24-2011

1Title VI, Civil Rights Acts of 1964, as amended; Title IX, Education Amendments of 1972, as amended; Age Discrimination Act of 1975; Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1991; Genetic Information Nondiscrimination Act of 2008; UND Faculty Handbook, Section III-1.2, 1.2.1, 1.2.2; North Dakota State Board of Higher Education Policy Manual, Section 602.1; North Dakota University System Human Resource Policy Manual; UND Code of Student Life, Section 1, 1-1, 1-3, 1-14, Appendix I.

REVISION RECORD:
August 1, 2012 - Published