

## OSU's Current Discrimination and Harassment Policies

Key language from the relevant policies has been provided below.

OSU current discrimination policy:

### **DISCRIMINATION**

Oregon State University prohibits discrimination on the basis of protected status in any of its policies, procedures, or practices.

#### **Definition**

*Discrimination* means any act that either in form or operation, and whether intended or unintended, unreasonably differentiates among persons on the basis of a protected status. This definition reserves to the University, in furtherance of its educational mission, the right to address conduct that would not necessarily be unlawful. It is not intended to create individual or group rights, whether contractual or otherwise, that do not exist under existing law.

### **DISCRIMINATORY HARASSMENT**

#### **Definition**

Oregon State University policy prohibits behavior based on another's protected status that is sufficiently severe or pervasive that it has the effect, intended or unintended, of unreasonably interfering with an individual's work or academic performance because it has created an intimidating, hostile, or offensive environment and would have such an effect on a reasonable person of that individual's status.

This policy is not intended to and will not be applied in a way that would violate rights to academic freedom and freedom of expression.

#### **OSU's Commitment**

Oregon State University, as an institution of higher education and as a community of scholars, affirms its commitment to the elimination of discrimination and harassment, and the provision of equal opportunity for all. An objective of Oregon State University is the creation and maintenance of a positive atmosphere of nondiscrimination in every phase and activity of university operations.

Harassment and intimidation can impede an individual's ability to participate fully in the educational process. Acts of discrimination, harassment and insensitivity hurt and degrade all members of the campus community whether victim, perpetrator, or observer. Every member of the university community is responsible for creating and maintaining a climate free of discrimination and harassment.

Oregon University System Fraud, Waste, and Abuse Policy:

Oregon University System October 19, 2012 Policy Statement on Fraud, Waste, and Abuse Reporting

Hostile Work Environment has been included in the definition of fraud, waste, and abuse that university employees are encouraged to report. The new policy describes hostile work environment as:

[A] situation in which an employer or coworker's repeated actions make it impossible for an employee to perform his/her job duties. Example includes workplace bullying.

Oregon University System Student Conduct Code:

Oregon University System, Oregon State University Student Conduct Code, §576-015-0020 of the OARS:

(5) Harassment, defined as conduct of any sort directed at another that is severe, pervasive or persistent, and is of a nature that would cause a reasonable person in the victim's position substantial emotional distress and undermine his or her ability to work, study or participate in his or her regular life activities or participate in the activities of the University, and actually does cause the victim substantial emotional distress and undermines the victim's ability to work, study, or participate in the victim's regular life activities or participate in the activities of the University. Stalking behavior that meets this definition constitutes Harassment within the meaning of this rule.