

Policy Number: M-(11) a

University of Louisiana System

**Title: PROHIBITING WORKPLACE
HARASSMENT, AND
DISCRIMINATION**

Effective Date: April 21, 2022

Cancellation: December 3, 2010

Chapter: Miscellaneous

Policy and Procedures Memorandum

The University of Louisiana System (ULS) is committed to maintaining an environment free from any type of harassment, discrimination, and retaliation which is illegal and which will not be tolerated. In furtherance of that commitment, this policy forbids harassment, discrimination, or retaliation of any kind by or against any applicant, employee, student, or any other individual on the basis of race, color, gender, age,

B. Harassment

Harassment in the working or learning environment consists of unwelcome and objectively offensive physical, verbal, or nonverbal conduct that unreasonably interferes with an

Examples include the following, when part of a pattern of conduct meeting the standard set forth above:

- Verbal threats, offensive jokes, epithets, derogatory comments, ridicule or mockery or slurs;
- Gratuitous visual displays such as posters, photographs, cartoons, drawings or gestures;
- Unwanted physical contact such as touching, intimidation or blocking normal movement.

C. Sexual Harassment

Sexual harassment is a form of discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature when:

1. Submission to that conduct is made a term or condition of employment,
2. Submission to, or rejection of, that conduct is used as a basis for employment decisions affecting the employee, or
3. That conduct has the effect of unreasonably interfering with an or intimidating work environment.

Examples include the following, when part of a pattern of conduct meeting the standard set forth above:

- Making unwanted sexual advances including touching, kissing, hugging, or massaging;
- Making sexual gestures or visual displays such as leering;
- Offering employment or academic benefits in exchange for sexual favors;
- Gratuitous displays of sexually suggestive objects, pictures, cartoons or drawings;
- Sending suggestive or obscene letters, notes or invitations;
- body.

- B. If an investigation confirms either that harassment, discrimination, or retaliation has occurred or that conduct in violation of this policy has occurred, immediate and appropriate action to stop any such conduct and reasonable steps to prevent any further harassment, discrimination, or retaliation shall be taken.
- C. To the fullest extent practicable and consistent with a thorough investigation, all complaints will be kept confidential.

V. SANCTIONS

Anyone who violates this workforce discrimination policy is subject to disciplinary action. Following an appropriate investigation and subject to the procedures which are part of the policies governing the relevant type of appointment at the University, the faculty, staff, student, or other individual may be subject to sanctions, including reprimand, probation, suspension, demotion, reassignment, termination, and expulsion.

Policy References:

U.S. Equal Employment Opportunity Commission

Review Process:

System Office Staff

Presidents

Vice Presidents for Business and Finance

Legal Counsel

Distribution:

University