

3359-11-13 ~~Anti~~Non-discrimination and harassment policy.

(A) Statement of policy.

(1) The university of Akron affirms its commitment to an academic, work, and study environment free of inappropriate and disrespectful conduct and communication. All students, faculty, and staff shall be protected under the guidelines of this policy. This policy not to discriminate shall extend to admission and employment. Inquiries about the application of Title IX and the Title IX regulations may be referred to the university's Title IX coordinator, to the U.S. Department of Education, Office for Civil Rights (OCR), or both, as provided in the university of Akron gender-based misconduct and Title IX policy and protocol located at: <https://www.uakron.edu/title-ix/docs/title-ix-policy.pdf>.

(2) This policy shall be widely disseminated to employees and students and shall be incorporated into employee trainings and be included in student orientation materials. Supervisors shall ensure that those under their supervision are aware of ~~the this~~ policy. A copy of this ~~The~~ policy shall be available at the equal employment ~~opportunities~~ ~~and~~ a-bas

provide the basis for such concerns to be

(4) For purposes of this policy, protected classes are those specified in the affirmative action policy, paragraph (A)(2) of rule 3359-38-01 of the Administrative Code. These classes are race, color, religion, sex, sexual orientation, gender identity or expression, age, national or ethnic origin, disability, status as a parent during pregnancy and immediately after the birth of a child, status as a parent of a young child, status as a nursing mother, status as a foster parent, military status, genetic information, or status as a veteran.

(B) Protected class-based harassment, including sexual harassment, violates state and federal laws. This policy shall be coextensive with such laws and prohibit unwelcome conduct directed towards a person based on their actual or perceived membership in a protected class. ~~where:~~ Complaints alleging protected class-based harassment, including sexual harassment, will be investigated pursuant to section E of this policy.

(1)This policy prohibits violation(s) of Title VI of the Civil Rights Act of 1964 prohibiting discrimination based on race, color and national origin, Title VII of the Civil Rights Act of 1964 prohibiting discrimination based on race, color, national origin, sex

and religion, section 504 of the Rehabilitation Act of 1973 and Title II of the Americans with Disabilities Act prohibiting discrimination based on disability, and the Age Discrimination Act of 1975 prohibiting discrimination based on age.~~Enduring the offensive conduct becomes a condition of continued employment or participation in the university's educational program, activities or services; or~~

- (2) ~~The conduct is sufficiently severe or pervasive to create a work, educational or campus residential environment that a reasonable person would consider intimidating, hostile, or abusive.~~This policy prohibits violation(s) of Title IX of the Education Amendments of 1972 prohibiting gender-based discrimination and gender-based harassment, including but not limited to sexual harassment, where:

with the state and federal rules, regulations, and laws governing this institution.

(E) Investigating, reporting and procedures.

- (1) Any individual who feels that they have been subjected to protected class-based harassment by a university student, employee or a third-party at the university may file a formal complaint ~~under this policy~~. The university reserves the right in its discretion to file a complaint to protect the university community. ~~Complaints alleging that a university student has engaged in protected class-based harassment may be filed with the office of student conduct and community standards. Complaints alleging that a university employee or third-party at the university of Akron has engaged in protected class-based harassment may be filed with the office of equal employment opportunity and affirmative action.~~ Such complaints should be filed as quickly as possible, typically within sixty (60) days, after the incident or conduct in question, utilizing either the informal or formal process. All complaints will receive a prompt and equitable resolution.
- (2) ~~Any conduct defined as criminal under Title XXIX of the Revised Code must be resolved through the formal process. Such complaints may also be referred to the appropriate external agency, including the prosecutor, police, or other appropriate investigative agency.~~ Formal complaints alleging violation(s) of Title IX or gender-based harassment, including but not limited to sexual harassment, can be filed in person, by mail or by email with the Title IX coordinator or deputy coordinators pursuant to the university of Akron gender-based misconduct and Title IX policy and protocol located at: <https://www.uakron.edu/title-ix/docs/title-ix-policy.pdf>. Information and contact information for the Title IX coordinator and deputy coordinators can be found at: <http://www.uakron.edu/title-ix/>.
- (3) ~~Formal complaints~~ Complaints alleging that a university student, employee or third party, has engaged in protected class-based harassment in violation of this policy, other than complaints alleging a violation of Title IX or gender-based harassment, may be filed with the appropriate office, as follows: ~~protected class harassment by a student will be investigated and resolved in accordance with the code of student conduct. Formal complaints alleging protected class harassment by an employee or third party will be investigated and resolved in accordance with the procedures adopted by the office of equal employment opportunity and affirmative action. Formal complaints alleging sexual harassment or gender-based discrimination will be responded to and investigated in accordance with the protocols approved by the title IX coordinator. The complainant and the respondent will be fully informed of the results of the investigation.~~
 - (a) Complaints alleging that a university student has engaged in protected class-based

