

## **Discrimination and Harassment Prevention Policy**

### **POLICY STATEMENT**

The University of Detroit Mercy is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, national origin, age, marital status, sex,

## **B. Assistance with Harassment Concerns**

The Human Resources, Academic Affairs and Student Affairs offices share responsibility for ensuring and monitoring the University's compliance with federal and state nondiscrimination laws. However, a discrimination-free environment is the responsibility of every member of the community. The University can take corrective action only when it becomes aware of problems. **Therefore, the University encourages persons who believe that they have experienced or witnessed discrimination or harassment to come forward immediately with their inquiries, reports, or complaints and to seek assistance within the University.** Individuals also have the right to pursue a legal remedy for discrimination or harassment in addition to or instead of proceeding under this policy.

## **C. Procedures for Reporting and Responding to Reports of Discrimination and Harassment.**

### *1. Filing Reports of Discrimination and Harassment*

All members of the University community may complain to the University about alleged discriminating and/or harassing behavior by contacting an appropriate University official, including the University's Dean, a Director or Department Head, the Dean of Students, the Manager of the Human Resources Department, and the Department of Public Safety.

Reports of discrimination and/or harassment shall be brought as soon as possible after the alleged conduct occurs.

Prompt reporting will enable the University to investigate the facts, determine the issues, and provide an appropriate remedy or disciplinary action. However, the University shall respond to reports of discrimination and/or harassment to the greatest extent possible, taking into account the amount of time that has passed since the alleged conduct occurred.

### *2. Investigations Generally*

Each complaint of discrimination and/or harassment must be evaluated with reference to the pertinent circumstances. On occasion, a complaint will be resolved informally. Informal resolutions are voluntary, and either party may request that a formal investigation of the complaint be commenced at any time.

Other complaints will result in investigations, which will generally include interviews and review of evidence, such as electronic and written material, if any exists. Both the complainant and the alleged harasser will be notified of the outcome of an investigation.

If the conclusion of an investigation is that discrimination or harassment has occurred, the University will take prompt and appropriate remedial action, including (if appropriate) disciplinary action to eliminate the discrimination or harassment and prevent its reoccurrence.

**D. Corrective Action**

Corrective action could include a requirement not to repeat or continue the discriminatory, harassing or retaliatory conduct, a reprimand, denial of a pay increase, reassignment, suspension and termination. The severity of the punishment will depend on the frequency and severity of the offense and any history of past discriminatory or retaliatory conduct. A finding of discrimination and/or harassment may be cause for the separation of the offending party from the University, in accordance with University procedures, including, for qualified faculty, the procedures set forth in the UDMPU contract. Every effort will be made to assure University-wide uniformity of sanctions for similar offenses.

**E. University Action**

The University may assume the role of a complainant and pursue a report or complaint of discrimination or harassment. The University may respond to complaints or reports by persons external to t

**I. False Charges**

A person who knowingly and intentionally files a false complaint under this policy is subject to disciplinary action, up to and including discharge for employees and dismissal for students.