

Equity Basics

Collected Rules and Regulations
600.010



Discrimination

A professor not excusing a pregnant student's absence from class despite the absence being medically necessary due to the student's pregnancy.

An employee is not permitted to dress in religious attire as per the employee's religious beliefs because the employer believes it might send the wrong image to its customers.

A job applicant is not given an interview because the applicant graduated from college in 1984.

A student is denied enrollment in an educational offering as the program is open to only specific gender groups.



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Harassment

Harassment – Conduct that is based upon an individual's protected class that:

- o **Creates a hostile environment** by being sufficiently severe or pervasive and objectively offensive that it interferes with, limits, or denies the ability to participate in or benefit from the University's educational programs, activities, or employment.

1. (Severe **OR** Pervasive) **AND**
2. (Objectively Offensive) **AND**
3. (Interferes With **OR** Limits **OR** Denies)



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Harassment

Jokes, pranks, or negative comments that are hostile or demeaning with regards to a protected category

The use of racial slurs

Repeated request for dates

Giving sexually suggestive looks such as staring, winking, and licking of lips or touching oneself sexually in front of others

Symbols that are offensive based on race or religion

Obscene or offensive emails, phone calls, or text messaging including "sexting"



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Jurisdiction

Authority for the University to act concerning prohibited conduct

UM premises or at UM sponsored or supervised functions

Action may be taken for conduct in other settings, including off-campus:

- To protect physical safety of students, employees, and visitors or other

