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SVSU (/) / Operations Manual (/operationsmanual/) / Legal / Compliance (/operationsmanual/legalcompliance/) / Anti-Harassment/Discrimination Policy 2.5-2 (/operationsmanual/legalcompliance/anti-harassmentdiscriminationpolicy25-2/)

← Return to Policies (<https://www.svsu.edu/operationsmanual>)

Anti-Harassment/Discrimination Policy 2.5-2

Details

Legal / Compliance

President - PRES

General Counsel

Faculty, Staff, Students, Contractors & Vendors

04/07/1986

04/01/2015

Print Policy

Saginaw Valley State University ("University") is committed to providing work and learning opportunities without regard to age, color, disability, gender identity, genetic information, height, marital status, national origin, race, religion, sex (including pregnancy), sexual orientation, veteran status, weight, or on any other basis protected by state, federal, or other applicable law, and to achieving its objectives in compliance with applicable federal, state and local laws and regulations that prohibit discrimination.

It is the University's policy to treat faculty, staff and students equally without regard to any personal characteristic protected by applicable law.

The University is committed to maintaining an environment where no individual, including, but not limited to, faculty, staff, students, applicants for employment, contractors, customers, consultants, visitors, or vendors experiences sexual harassment or harassment based on any personal characteristic protected by applicable law. The University will respond promptly to reports of violations of this policy.

The law defines "sexual harassment" as unwelcome sexual advances, request for sexual favors, or verbal or physical conduct of a sexual nature when (a) submission to or rejection of such advances, requests, or conduct is made either explicitly or implicitly a term or condition of employment, education, housing or participation in any University activity; or (b) such advances, requests or conduct have the purpose or effect of unreasonably interfering with an individual's employment, education, housing or participation in any University activity by creating an intimidating, hostile, humiliating or sexually offensive environment. It is the University's policy to vigorously enforce these prohibitions.

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1. The University will investigate all reports of conduct prohibited by this policy as promptly as possible. The University expects employees and students who are contacted in the course of an investigation to cooperate fully, and to answer questions honestly and completely. The individual who made the report will be advised generally of the results of the investigation.
2. Any employee or student who is found to have engaged in conduct prohibited by this policy will be subject to appr