

	All University units
Responsible Unit	Office of Human Resources
Policy Administrator	Chief Human Resources Officer

(A) Policy Statement and Purpose

The policy of Bowling Green State University is that racial and ethnic harassment will not be condoned. Moreover, the university will use its influence and encourage the community-at-large to treat its students, faculty and staff and affiliated visitors in a manner consistent with the principles of this policy. The policy is in keeping with the spirit and intent of federal, state, municipal and university guidelines governing racial discrimination.

(B) Policy

(1) Definition

Racial and ethnic harassment constitutes any physical or verbal behavior that subjects an individual to an intimidating, hostile or offensive educational, employment or living environment. Such harassment:

- (a) Denigrates or stereotypes an individual because of his or her racial or ethnic affiliation;
- (b) Demeans or slurs an individual through pictorial illustrations, graffiti or written documents or material because of his or her racial or ethnic affiliation;

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- (c) Makes unwarranted and disparaging references or innuendoes in attributing an individual's personal conduct,

- (a) In investigating complaints of unlawful racial or ethnic harassment, the following principles will be adhered to:
 - (i) Each complaint will be handled on an individual, case-by-case basis, taking a look at the record as a whole and at the totality of circumstances.
 - (ii) The investigation will be conducted as fairly and expeditiously as possible.
 - (iii) In investigating complaints, every effort will be made to ensure confidentiality.
 - (iv) An individual bringing forth an honestly perceived complaint will not suffer any type of retaliation regardless of the outcome of the complaint.
 - (v) The complaint will be resolved in a manner that is consistent with this policy and also fair and equitable to all parties concerned.
 - (vi) Nothing in this policy should be interpreted as interfering with the practice of academic freedom at Bowling Green State University.
 - (vii) The purpose of this policy is to end racial and ethnic harassment, and, therefore, it may not be used by a complainant to achieve personal goals not in conformity with the purpose of this policy.

Registered Date: March 4, 2015

Amended Date: March 3, 2017