
MINISTR TIVE POLI IES

POLICY:

The Pennsylvania State University is committed to preventing and eliminating acts of intolerance by faculty, staff and students, and encourages anyone in the University community to report concerns and complaints about acts of intolerance to the Affirmative Action Office or the Office of the Vice Provost for Educational Equity, and in cases involving students, reports also may be made to the Office of Judicial Affairs.

>If any violation of University policy, rule or regulations motivated by discriminatory bias against or hatred toward an individual or group based on characteristics such as age, ancestry, color, disability or handicap, genetic information, national origin, political belief, race, religious creed, sex, sexual orientation, gender identity or veteran status, the sanction will be increased in severity and may include termination or expulsion from the University.

Retaliation constitutes a separate violation and may result in a sanction independent of the outcome of a complaint.

EXPRESSION OF OPINION:

The expression of diverse views and opinions is encouraged in the University community. Further, the First Amendment of the United States' Constitution assures the right of free expression. In a community which recognizes the rights of its members to hold divergent views and to express those views, sometimes ideas are expressed which are contrary to University values and objectives. Nevertheless, the University cannot impose disciplinary sanctions upon such expression when it is otherwise in compliance with University regulations.

CROSS REFERENCES:

[HR01 \(/_ol_c es/hr01_\)](#) - Fair Employment Practices,

[HR11 \(/_ol_c es/hr11_\)](#) - Affirmative Action in Employment at The Pennsylvania State University,

[7 \(/_ol_c es/ac7_\)](#) - Faculty Rights and Responsibilities,

[HR7 \(/_ol_c es/hr7_\)](#) - Staff Grievance Procedure,

[8 \(/_ol_c es/ad8_\)](#) - Sexual and/or Gender-Based Harassment and Misconduct (Including Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, Stalking, and Related Inappropriate Conduct (Formerly Discrimination, Harassment, Sexual Harassment and Related Inappropriate Conduct).

Most recent changes:

- July 12, 2011 - Revised the DEFINITION and POLICY sections to bring the University into compliance with GINA (Genetic Information Nondiscrimination Act).

Revision History (and effective dates):

- January 1, 2007 - Clarification of existing policy and practice in POLICY section, as approved by the President's Council.

