

Threats

Physical, verbal or non-verbal threats, intimidation or threats which endanger the health, safety or welfare of another person are prohibited.

Physical Assault

Inflicting bodily harm on another person, making physical unwanted contact with another person, putting someone in fear of physical contact or bodily harm or the willful attempt to threaten to inflict bodily harm on another person is prohibited. An assault may be committed without touching, striking or doing bodily harm.

Examples include, but are not limited to the following:

Actions which require medical attention for substance abuse.

Self-harm, threats of self-harm, or attempts of self-harm which impact others in the community.

Driving while under the influence of drugs or alcohol.

Bullying/Cyberbullying

Engaging in repeated or aggressive behaviors that intimidate, intentionally harm, control, or seek to control another individual physically, mentally, or emotionally that it alters the conditions of education, employment, or participation in a university **program or activity**. **An isolated incident, unless sufficiently severe, does not constitute a violation.**

Violations Motivated by Hate, Bigotry, and/or Bias

Single or multiple acts toward an individual, group, or their property that are so severe, pervasive, and objectively offensive that they create an unreasonably intimidating, hostile, or offensive work, learning, or program environment, and that one could reasonably conclude are based upon actual or perceived age, race, color, creed, religion, gender identification or expression, ethnicity, national origin, disability, veteran status, sexual orientation, political affiliation, genetic information, citizenship status, marital status, spirituality, cultural, socio-economic status, or any combination of these or other related factors.

Discriminatory Harassment

Discriminatory Harassment is a form of discrimination consisting of unwelcome verbal, written, graphic or physical conduct that:

- 1.) Is directed at an individual or group of individuals on the basis of the individual or group of individuals' actual or perceived protected status, or affiliation or association with person(s) within a protected status (as defined herein above); and
- 2.) Is sufficiently severe or pervasive so as to interfere with an individual's employment, education, or academic environment or participation in institution programs or activities and creates working, learning, program or

activity environment that a reasonable person would find intimidating, offensive, or hostile.

To constitute prohibited harassment, the conduct must be both objectively and subjectively harassing in nature. Harassment may include but not be limited to verbal or physical attacks, threats, slurs, or derogatory or offensive comments that meet the definition set forth herein. Harassment does not have to be targeted at a particular individual to create a violation of this policy. Whether the alleged conduct constitutes prohibited harassment depends on the totality of the particular circumstances, including the nature, frequency, and duration of the conduct in question, the location and context in which it occurs, and the status of the individuals involved.