

Harassment

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Applying to all students, faculty, staff, administrators and trustees.

The College of Idaho is committed to supporting academic freedom and freedom of speech, in an environment of open and vigorous dialogue within the reasonable limits of the law. It is a violation of both state and federal law for any employee or student to discriminatorily harass any other employee or student. Verbal or physical conduct that may constitute harassment includes, but is not limited to: actions; words; flirtations; advances; propositions; verbal abuse; jokes; verbal commentaries or degrading words used to describe an individual based on an individual's sex, race, color, age, religion, disability, national origin, veteran status, sexual orientation or any other legally protected characteristics.

The Equal Employment Opportunity Commission has defined sexual harassment in its regulations. That definition is similarly applicable to all other forms of harassment based on