

ANTI-HARASSMENT

Dordt University is committed to providing a **an** educational environment free of harassment and inappropriate treatment of any employee or student because of the employee's or student's race, color, sex, age, national or ethnic origin, creed, disability, or any other category protected under applicable federal, state, or local law. To be unlawful, conduct must be so severe and pervasive that it unreasonably interferes with a student's ability to succeed academically and have a positive educational experience. Dordt University does not, however, condone or tolerate any inappropriate conduct based on an employee's or student's race, color, sex, age, national or ethnic origin, creed, disability, or any other category protected under applicable federal, state, or local law. Moreover, Dordt University is committed to protecting employees and students from inappropriate conduct whether from other employees, nonemployees, or students.

Given the nature of this type of conduct and the serious effects such conduct can have on the target of the conduct and the one accused of the conduct, Dordt University treats alleged violations of this policy seriously and, to the extent possible, confidentially. Dordt University expects all individuals to treat alleged violations in the same responsible manner. **If** you believe you or any other student is being subjected to behavior that violates these policies, you are encouraged to, and have a responsibility to, immediately report these matters to the Title IX coordinator or through the [Report It](#) link on Dordt's website.. If for any reason you do not feel comfortable reporting your concerns to the Title IX coordinator, you may report your concerns to the executive director of human resources.

No action will be taken against any student merely because he or she reports behavior believed to violate this policy. We will take action to investigate and resolve all complaints of this nature. Dordt University is firm in its commitment to maintaining an environment free of discrimination, harassment, and inappropriate conduct.

Violations of this policy will not be tolerated and will result in appropriate disciplinary action, up to and including discharge or dismissal from the university.

Racial and ethnic harassment may include, but is not limited to:

- Threats, physical contact, pranks or vandalism directed at an individual or individuals because of their race or national origin;
- Severe or persistent racial epithets, derogatory comments, jokes or ridicule directed to a specific person or persons about their race or ethnicity;
- Defacement of a person's property based upon race of the owner; or
- Persistent and repeated racial or ethnic remarks or conduct, even if not directed at a specific person or persons, which unreasonably affect the ability of persons to participate in university programs.