

13.21 PREVENTING AND ADDRESSING DISCRIMINATION AND HARASSMENT

The University will not tolerate unlawful discrimination or harassment in the workplace, academic setting or its programs or activities based on individual's age, color, disability, marital status, national or ethnic origin, race, religion, sex (including pregnancy), sexual orientation, genetic information or veteran status. This policy is intended to be consistent with applicable federal, state and local laws and other University policies. This policy does not allow curtailment or censorship of constitutionally protected expression and will not be applied in a way that infringes upon an individual's constitutional rights of freedom of expression.

The Office of Equal Opportunity Compliance ("EOC") is responsible for enforcing this policy on behalf of the University and has complaint procedures available to enable it do so.

All members of management, supervisors, and faculty are responsible for successfully completing the University's non-discrimination, anti-harassment, and anti-retaliation training upon initial employment and from time to time thereafter as determined in the sole discretion of the President or the President's designee.

In addition, managers and supervisors are responsible for:

- knowing and understanding this policy;
- explaining this policy to persons under their supervision;
- taking appropriate action to prevent unlawful discrimination and harassment;
- being receptive to concerns and complaints of unlawful discrimination and/or harassment;
- taking appropriate action (including consultation with EOC and/or EO Ombudspersons) when they become aware of potential violations of this policy; and
- following up with a person who makes a complaint of unlawful discrimination or harassment (in consultation with EOC and/or EO Ombudspersons) to assure that person that the complaint was investigated and to determine the complainant's level of satisfaction with its resolution.

A failure of a manager or supervisor to perform his/her responsibilities under this policy will be reflected in his/her performance evaluation and may subject him/her to disciplinary action, up to and including termination of employment.

A copy of the policy is located on the Temple University Policies web site at <http://policies.temple.edu>.