



AFFIRMATIVE ACTION, EQUAL OPPORTUNITY & DIVERSITY OFFICE

The University of Rhode Island community respects the dignity of each individual and values the diversity among us.

It is the policy of the University of Rhode Island not to discriminate on the basis of race, sex, religion, age, color, creed, national origin, disability, sexual orientation, gender identity or expression, or discriminate against disabled and Vietnam era veterans in the recruitment, admission or treatment of students, the recruitment, hiring or treatment of faculty and staff, and in the operation of its activities and programs, as specified by State and Federal laws, including the Equal Pay Act of 1963, Titles VI and VII of the Civil Rights Act of 1964, as amended, the Age Discrimination in Employment Act of 1967, Title IX of the 1972 Educational Amendments to the Higher Education Act, Executive Order 11246, as amended, Sections 503/504 of the Rehabilitation Act of 1973, as amended, the Americans with Disabilities Act of 1990, and all other laws which pertain to access and equity.

DISCRIMINATION

is an intentional or unintentional act which adversely affects employment and educational opportunities because of race, color, religion, sex, handicap, marital status, sexual orientation or national origin, or other factors such as age.

HARASSMENT

is any conduct, verbal or physical, on or off campus, which has the intent or effect of unreasonably interfering with an individual's or group's educational or work performance or which creates an intimidating, hostile or offensive educational, work or living environment.

RACIAL HARASSMENT

is harassment due to race, color, and national origin. It may be created by oral, written, graphic or physical conduct related to an individual's race, color, or national origin is sufficiently severe, persistent or pervasive that it may interfere with or limit the ability of an individual to participate or benefit from the recipient's programs or activities.

SEXUAL HARASSMENT

is sex discrimination. It is unwanted sexual or gender-based behavior that occurs when one person has formal or informal power over the other. There are three major elements to this definition:

- The behavior is unwanted or unwelcomed (*the recipient did not willingly permit, want, or welcome the conduct.*)
- The behavior is sexual or related to the sex or gender of the harassed person (*the behavior must have some sort of sexual connotation or occur because of the recipient's being male or female.*)
- The behavior occurs in the context of a relationship where one person has more formal power than the other (*such as a supervisor over an employee or a faculty member over a student*) or more informal power (*such as one peer over another.*)

Sexual Harassment can take two forms:

QUID PRO QUO harassment occurs when an employee, co-worker, or student (peers) causes an individual to believe that he or she must submit to unwelcome sexual conduct in order to participate in a school program or activity. It can also occur when an employee causes a student or co-worker to believe that educational or work decisions are based on whether or not the individual submits to unwelcome sexual conduct. (*Something is given or withheld in exchange for something else.*)

HOSTILE ENVIRONMENT harassment occurs when unwelcome sexually harassing conduct is so severe, persistent, or pervasive that it affects the individual's ability to participate in or benefit from an educational program or activity or creates an intimidating, threatening or abusive educational or work environment. Thereby creating a hostile environment. (*An environment can be so offensive or hostile as to interfere with a person's ability to work, or interferes with a student's ability to learn or participate in the school environment.*)

Unwelcome sexual advances, request for sexual favors, or other verbal, visual, or physical conduct of a sexual nature constitute sexual harassment when:

- Submission to the conduct is either an explicitly or implicitly a term or condition of a person's employment, or education, or academic advancement;
- Submission to or rejection of such conduct by an individual is used as the basis for decisions affecting an individual's employment or academic standing;
- Such conduct has the purpose or effect of unreasonably interfering with a person's work performance, or academic performance or creating an intimidating, hostile, or offensive work, learning or social environment.



If you have experienced or are concerned with any of the above, please contact:

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www.uri.edu/affirmative_action