




National University of Health Sciences General Policies

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 _____ President	Date	2-13-09		

POLICY STATEMENT

National University of Health Sciences (NUHS) is committed to maintaining an environment that is free of discrimination. In keeping with this commitment, we will not tolerate harassment of University employees or students by anyone, including any supervisor, co-worker, vendor, client, or student of the University or any third party.

Procedures

Harassment consists of unwelcome conduct, whether verbal, physical, or visual, that is based upon a person's protected status, such as gender, color, race, religion, national origin, age, physical or mental disability or other protected group status. The University will not tolerate harassing conduct that affects tangible job or student benefits, that interferes unreasonably with an individual's work performance or students, or that creates an intimidating, hostile, or offensive working/educational environment. Such harassment may include, for example, jokes about another person's protected status, kidding, teasing or practical jokes directed at a person based on his/her protected status.

Sexual harassment deserves special mention. Unwelcome sexual advances, requests for sexual favors, and other physical, verbal, or visual conduct based on sex constitute sexual harassment when (1) submission to the conduct is an explicit or implicit term or condition of employment or student status, (2) submission to or rejection of the conduct is used as the basis for an employment or academic decision, or (3) the conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive academic/working environment. Sexual harassment is conduct based on sex, whether directed towards a person of the opposite or same sex, and may include explicit sexual propositions, sexual

innuendo, suggestive comments, sexually oriented kidding or teasing, practical jokes about obscene printed or visual material, and physical contact such as patting, pinching, or intentional brushing against another person's body.

In investigating complaints under this policy, the University may impose discipline for inappropriate conduct without regard to whether the conduct constitutes a violation of the law and even if the conduct does not rise to the level of violating this policy.

All University employees and students are responsible to help assure that harassment is avoided. If you feel that you have experienced or witnesses harassment, you are to notify the Vice President for Administrative Services immediately. The University forbids retaliation against anyone for reporting harassment, assisting in making a harassment complaint or cooperating in a harassment investigation. If you feel you have been retaliated against, you are to notify the Vice President for Administrative Services. If you believe you have witnessed sexual harassment or related retaliation, you are obligated to report it promptly to the Vice President for Administrative Services. Any supervisor who experiences, witnesses, is aware of, or receives a written or oral report or complaint of sexual harassment or related retaliation is required to report it to the Vice President for Administrative Services as soon as possible. If for any reason it is impractical to provide reports to the Vice President for Administrative Services, reports can also be made directly to the Vice President for Business Services, or the office of Human Resources.

The University's policy is to investigate all such complaints thoroughly and promptly. Employees and students are required to participate and cooperate in any University investigation. To the fullest extent practicable, the University will keep complaints and the terms of their resolution confidential. If an investigation confirms that a violation of the policy has occurred, the University will take corrective action, including discipline, up to and including immediate termination of employment or expulsion.