

DISCRIMINATION/ HARASSMENT POLICY AND PROCEDURE

Minnesota State Colleges and Universities (Minnesota State) is committed to a policy of nondiscrimination in employment and education (**Minnesota State Board Policy 1B.1 Nondiscrimination in Employment and Education Opportunity**).

No person shall be discriminated against in the terms and conditions of employment, personnel practices, or access to and participation in, programs, services, and activities with regard to race, sex, color, creed, religion, age, national origin, disability, marital status, status with regard to public assistance, sexual orientation, gender identity, or gender expression. In addition, discrimination in employment based on membership or activity in a local commission as defined by law is prohibited.

Harassment on the basis of race, sex, color, creed, religion, age, national origin, disability, marital status, status with regard to public assistance, sexual orientation, gender identity, or gender expression is prohibited. Harassment may occur in a variety of relationships, including faculty and student, supervisor and employee, student and student, staff and student, employee and employee, and other relationships with persons having business at, or visiting the educational or working environment.

This policy is directed at verbal or physical conduct that constitutes discrimination/harassment under state and federal law and is not directed at the content of speech. In cases in which verbal statements and other forms of expression are involved, Minnesota State Colleges and Universities will give due consideration to an individual's constitutionally protected right to free speech and academic freedom. However, discrimination and harassment are not within the protections of academic freedom or free speech.

The system office, colleges, and universities shall maintain and encourage full freedom, within the law, of expression, inquiry, teaching and research. Academic freedom comes with a responsibility that all members of our education community benefit from it without intimidation, exploitation or coercion.

This policy shall apply to all individuals affiliated with Minnesota State Colleges and Universities, including but not limited to, its students, employees, applicants, volunteers, agents, and Board of Trustees, and is intended to protect the rights and privacy of both the complainant and respondent and other involved individuals, as well as to prevent retaliation or reprisal. Individuals who violate this policy shall be subject to disciplinary or other corrective action.

For the complete policy and procedure, please reference Minnesota State Board Policy 1B.1 Nondiscrimination in Employment and Education Opportunity at <http://www.minnstate.edu/board/policy/1b01.html> and the 1B.1.1 Report/Complaint of Discrimination/Harassment Investigation and Resolution at <http://www.minnstate.edu/board/procedure/1b01p1.html>.

Designated Officers to address questions or concerns, file a complaint, or attain a paper copy of the policy and procedures include:

For allegations against an employee, you should contact:
Nancy Olson, Chief Human Resources Officer/Affirmative Action Officer

Bellows Academic (BA) 257
507-537-6243
Nancy.Olson@smsu.edu

or

Mike Munford, Director of University Public Safety
Founders Hall Basement -18
507-537-7858
Mike.Munford@smsu.edu

For allegations against a SMSU student, you should contact
Dave Hemp
Founders Hall Basement – 20
Director of Environmental Health and Safety
507-573-6470
Dave.Hemp@smsu.edu

Note: Allegations of Sexual Violence will be handled under Minnesota State Board Policy 1B.3 Sexual Violence Policy (<http://www.minnstate.edu/board/policy/1b03.html>), 1B.3.1 Sexual Violence Procedure (<http://www.minnstate.edu/board/procedure/1b03p1.html>) and SMSU P-013 Sexual Violence Policy (<http://catalog.smsu.edu/policies-procedures/sexual-violence/>). (<http://catalog.smsu.edu/policies-procedures/sexual-violence/>)