

NDSU's anti-harassment policy

North Dakota State University is committed to providing a climate that fosters respect for students, staff and faculty as well as others who participate in programs and activities on the campus. As part of that commitment, NDSU prohibits harassment based on gender, race, color, religion, national origin, age, disability, sexual orientation, or protected activity (such as reporting alleged harassment or providing information related to a grievance).

What is harassment?

Harassment (based on an individual's membership in one or more of the groups identified above) is unwelcome verbal or physical behavior, made by someone in your classroom or workplace that causes you discomfort or humiliation and interferes with your academic or work performance.

Harassment may include, but is not limited to, the following:

- ~Jokes
- ~Derogatory comments
- ~Pictures
- ~Direct physical advances

Other relevant policies

Sexual harassment, Policy 162
Consensual relations, Policy 162.1
Computer facilities, Policy 710
(prohibits harassment in electronic forms)

What you can do

1. Tell the person clearly that his/her behavior is unwelcome.
2. Communicate either orally or in writing with the person whose behavior is unwelcome. Frequently such communication will cause the unwelcome behavior to stop. Your communication will be most useful if it has these three parts:
 - A. A factual description of the incident(s), including date, time, place and specific action;
 - B. A description of your feelings, including any consequences of the incident for you;
 - C. A request that the behavior or action cease.

Where you can go for help

If you feel you have been subjected to prohibited harassment, you are encouraged to report the situation before it becomes severe or pervasive. You may request assistance from any of the following:

Sandra Holbrook, Director, Equal Opportunity, 231-7703
Counseling and Disability Services, 231-7671
Rick Johnson, University General Counsel, 231-7215
Office of Human Resources, 231-8961
Nona Wood, Associate Director for Student Rights and Responsibilities, 231-7754
An administrator, faculty or staff person in your department or office.

Reports may be addressed on an informal basis at the request of the individual alleging harassment. The person alleging harassment also may file a formal grievance in the Equal Opportunity Office using the Equal Opportunity Grievance Procedures described in NDSU Policy 156.

In each case of alleged harassment, the supervisor, in consultation with the Equal Opportunity Director, will determine whether an immediate fact-finding investigation is necessary. Although circumstances will affect the time needed to conduct such an investigation, response to an alleged violation of this policy will be handled in a timely manner and a determination reached as soon as possible. Whenever a violation of this policy is determined, immediate and corrective action, including discipline, will be taken.

The university will not tolerate adverse actions/retaliation toward anyone who, in good faith, alleges harassment or who provides information related to a grievance. Such retaliation may be the basis for an additional grievance. Confidentiality is protected to the greatest degree possible.

Remember: You have the right to study and work in an atmosphere free from harassment and discrimination. You have the right to complain, free from retaliation.

For more information about harassment, contact: Sandra Holbrook, director, Equal Opportunity, Old Main, 231-7703. NDSU is an equal opportunity institution.