

# North Dakota State University

## Policy Manual

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### SECTION 163 ANTI-HARASSMENT POLICY

SOURCE: NDSU President

1. North Dakota State University is committed to providing a climate which fosters respect for students, staff and faculty as well as others who participate in programs and activities at the University. As part of that commitment, NDSU prohibits harassment as described in [NDSU Policy 100](#) and for protected activity (such as reporting alleged harassment or providing information related to a grievance). This policy is in compliance with federal civil rights laws and agency regulations and guidance implementing these laws.
  - 1.1 Harassment (based on an individual's membership in one or more of the groups identified above) is defined, for purposes of this policy, as unwelcome verbal or physical behavior which has the intent or effect of unreasonably interfering with the individual's employment or academic endeavors or creating a hostile, intimidating or offensive environment. Harassment may include (but is not limited to) jokes, derogatory comments, pictures, and/or direct physical advances.

Please note that harassment in electronic forms is also prohibited under [NDSU Policy 710 - Computer Facilities](#).
2. Anyone who feels she/he has been subjected to prohibited harassment is encouraged to report the situation before it becomes severe or pervasive. Individuals may make a report to the Vice Provost for Faculty and Equity, the Office of Human Resources/Payroll, the Counseling Center, the Disability Services Office, the Associate Director for Student Rights and Responsibilities, or an appropriate administrator. Reports may be addressed on an informal basis at the request of the individual alleging harassment. The person alleging harassment may also file a formal grievance in the Office of the Provost using the Equal Opportunity Grievance Procedures described in NDSU Policy 156.
3. In each case of alleged harassment, the supervisor, in consultation with the Vice Provost for Faculty and Equity, 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 should 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.
4. 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.
5. To the extent possible, the University will maintain the confidentiality of anyone who reports an alleged violation of this policy.
6. In addition to this anti-harassment policy, the University has a policy specifically addressing sexual harassment (see [Policy 162](#)).

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HISTORY:

New	June 19, 2000
Amended	September 2000
Amended	September 2007
Amended	February 2009
Housekeeping	September 2009
Housekeeping	March 2, 2011
Housekeeping	May 22, 2012
Housekeeping	October 5, 2015
Housekeeping	April 14, 2016