



FORT LEWIS COLLEGE DISCRIMINATORY HARASSMENT POLICY

I. Statement of Policy

- A. It is the policy of Fort Lewis College that all employees and students should be able to work and learn in an environment free from discriminatory harassment. Harassment of any person or group of persons on the basis of race, age, color, religion, national origin, gender, disability, sexual orientation, political beliefs, or veteran status is a form of discrimination specifically prohibited in the Fort Lewis College community. Any faculty, staff, or student at Fort Lewis College who is found in violation of this policy will be subject to disciplinary action.
- B. Discriminatory harassment includes conduct (oral, written, graphic, or physical) directed against any person or a small group of persons because of race, age, color, religion, national origin, gender, disability, sexual orientation, political beliefs, or veteran status that has the purpose or reasonably foreseeable effect of creating an offensive, demeaning, intimidating, threatening, or hostile environment for that person or a small group of persons. Such conduct includes, but is not limited to, slurs, epithets, pranks, teasing, taunting, demeaning depictions or treatment, and threatened or actual abuse or harm.
- C. In case of alleged discriminatory harassment, whether the alleged conduct of harassment was a protected speech under the First Amendment of the U.S. Constitution must be considered.
- D. In any grievance proceeding, a finding of discriminatory harassment must be based upon consideration of all the relevant facts and circumstances; the conduct must be of sustained and pervasive nature as to substantially disrupt the educational and work environment of the College.

II. Grievance Procedure

- A. Any member of the College community who may have a discriminatory harassment complaint is encouraged to discuss the matter with the appropriate supervisor, administrator, department chair, dean, or the Equal Opportunity Coordinator.

- B. Inquiries relating to procedure can be made at any time to the Coordinator; however, an inquiry alone does not constitute notification to the College of possible discriminatory harassment. The initial discussion regarding the complaint will be kept confidential to the full extent permitted by law. Complainants are advised that there are some instances in which the College has a responsibility to act even if the complainant requests that no action be taken, such as when other members of the College community may be at risk. In those cases, the College may investigate and take action on the basis of the facts it discovers.

- C. If an individual wishes to notify the College of possible discriminatory harassment and requires resolution, he or she must complete the College's complaint form. Complaints, both informal and formal, alleging discriminatory harassment will be handled under the Grievance Procedure for the Resolution of Complaints of Unlawful Discrimination, Discriminatory Harassment, and Sexual Harassment.

Approved: February 11, 2009