

# **INSTITUTIONAL OPPORTUNITY & ACCESS POLICY**<sup>1</sup>

## **Racial & Ethnic Harassment**

### **PURPOSE:**

### **APPLIES TO:**

### **CAMPUS:**

Lawrence, Edwards, Parsons, Juniper Gardens, Yoder, Topeka

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### **POLICY STATEMENT:**

The University of Kansas, Lawrence, is committed to programs and activities that are free of racial or ethnic discrimination. To carry out the mission of this institution, the university community must provide and maintain a working and learning environment that fosters respect among all members of the community. The university's goal is to provide an environment where individuals are free to develop intellectually, personally, professionally, and socially without intimidation or fear. Intimidation and harassment affect not only those who suffer the harassment but also the entire community. Racial and ethnic discrimination is a violation of federal and state law, including Title VII of the Civil Rights Act of 1964 and the Kansas Acts Against Discrimination.

#### **Kansas Board of Regents policy (II.F.5<sup>2</sup>)**

"The Kansas Board of Regents is particularly concerned about the continuing societal problems of harassment. . . It is the policy of the Board that such conduct cannot and will not be tolerated at the institutions under its governance and control. Each Regents institution shall develop and maintain specific policies which seek to (i) identify prohibited conduct in these areas, (ii) educate campus constituencies with regard to these negative behaviors, (iii) eliminate such behaviors, and (iv) set forth the manner in which such behaviors or conduct are to be addressed." (Adopted April 1989)

#### **University of Kansas policy prohibiting racial and ethnic harassment**

Racial and ethnic harassment is a form of illegal discrimination and is contrary to the nature and mission of our institution. It may take many forms, from outright criminal acts (e.g., assault and battery, vandalism, or destruction of property) to anonymous, malicious intimidation. Whatever its form, however, racial and ethnic harassment is motivated by fear, ignorance, or hatred of ethnic and cultural differences that are perceived as threatening to the offending party. Most frequently, this harassment is directed toward those persons with ethnic visibility including, but not limited to, Blacks, Hispanics, Jews, Native Americans, and Asians or Pacific Islanders. Racial or ethnic harassment will not be tolerated in the university community.

The University of Kansas, Lawrence, is committed to preventing or stopping racial harassment whenever it may occur at the university or in its programs. Campus administrators, faculty members, and supervisors who become aware of such harassment should contact the Office of Institutional Opportunity and Access to prevent continuation of the harassment.

This policy is not intended to infringe upon freedom of expression or academic freedom. The University of Kansas, Lawrence, recognizes that such freedoms are fundamental to the educational process. This policy will be administered with respect for the necessity for the free exchange of ideas in the academic community.

#### **University of Kansas Combined Notice of Nondiscrimination**

The University of Kansas prohibits discrimination on the basis of race, color, ethnicity, religion, sex, national origin, age, ancestry, disability, status as a veteran, sexual orientation, marital status, parental status, gender identity, gender expression and genetic information in the University's programs and activities. The following person has been designated to handle inquiries regarding the non-discrimination policies: Director of the Office of Institutional Opportunity and Access, [IOA@ku.edu](mailto:IOA@ku.edu)<sup>3</sup>, 1246 W. Campus Road, Room 153A, Lawrence, KS, 66045, (785)864-6414, 711 TTY.

### **CONTACT:**

Office of Institutional Opportunity and Access  
153 Carruth-O'Leary Hall  
1246 W. Campus Road  
Lawrence, KS 66045  
785-864-6414  
[ioa@ku.edu](mailto:ioa@ku.edu)<sup>4</sup>

### **APPROVED BY:**

Human Resources, the Office of the Provost, and the Office of University Relations

### **APPROVED ON:**

Sunday, December 1, 2002

### **EFFECTIVE ON:**

Thursday, February 6, 2003

### **REVIEW CYCLE:**

Annual (As Needed)

### **RELATED POLICIES:**

[Racial and Ethnic Discrimination and Harassment Brochure](#)<sup>5</sup>

[KU Discrimination Complaint Resolution Process](#)<sup>6</sup>

[Nondiscrimination, Equal Opportunity, and Affirmative Action Policies](#)<sup>7</sup>

**KEYWORDS:**

Civil Rights, Discrimination, Racial, Race, Intimidation, Ethnicity

**REVIEW, APPROVAL & CHANGE HISTORY:**

04/03/2015: Fixed broken links to Board of Regents Policy Manual.

12/17/2014: Fixed broken links to Board of Regents Policy Manual.

11/18/2014: Policy formatting cleanup (e.g., bolding, spacing).

06/08/2012: Changed contact to IOA.

04/30/2012: Added University of Kansas Combined Notice of Nondiscrimination.

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Personnel: Affiliates/Volunteers Categories: *Workplace Rules & Guidelines*

Personnel: Faculty/Academic Staff Categories: *Workplace Rules & Guidelines*

Personnel: Staff Categories: *Workplace Rules & Guidelines*

Personnel: Student Employees Categories: *Workplace Rules & Guidelines*

[LEAVE FEEDBACK](#)

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**Links on this page:**

1. <http://policy.ku.edu/taxonomy/term/22>
2. [http://www.kansasregents.org/about/policies\\_by\\_laws\\_missions/board\\_policy\\_manual\\_2/chapter\\_ii\\_governance\\_state\\_universities\\_2/chapter\\_ii\\_full\\_text#harass](http://www.kansasregents.org/about/policies_by_laws_missions/board_policy_manual_2/chapter_ii_governance_state_universities_2/chapter_ii_full_text#harass)
3. [IOA@ku.edu](mailto:IOA@ku.edu)
4. [ioa@ku.edu](mailto:ioa@ku.edu)
5. <http://policy.ku.edu/IOA/racial-ethnic-discrimination-brochure>
6. <http://policy.ku.edu/IOA/discrimination-complaint-resolution>
7. <http://policy.ku.edu/IOA/nondiscrimination>
8. <http://policy.ku.edu/comment/reply/596#comment-form>

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**Contact Policy Library**

✉ [policy@ku.edu](mailto:policy@ku.edu)

☎ 785.864.9600

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