



EMPLOYMENT POLICY 6: HARASSMENT & DISCRIMINATION

Approval Date: April 6, 2010; revised January 1, 2020
Responsible Official: Senior Human Resources Administrator 860.231.5390

Related Policies: Nondiscrimination, Equal Employment Opportunity & Diversity Policy; Sexual Misconduct & Title IX Policy; Dating Policy

The University of Saint Joseph community embraces employees of all backgrounds and welcomes, affirms, and encourages their rights to full participation. The University condemns any behavior that makes an employee feel inferior, intimidated, or uncomfortable because of race, color, religious creed, age, sex, gender identity or expression, sexual orientation, transgender status, marital status, national origin, ancestry, disability (including, but not limited to, intellectual disability, present or past history of mental disorder, learning disability, or physical disability), homelessness, or any other class protected by law.

The University of Saint Joseph does not tolerate threats of violence or acts of hatred of any kind and any employee who harasses or discriminates against another person, regardless of protected class status, may be subject to disciplinary action. Behavior or activities that may endanger the physical or mental well-being of others, including idle or real threats, the possession and/or use of firearms, fireworks, hazardous chemicals, and other real or potential weapons are strictly prohibited.

Bullying behaviors are viewed by the University as a form of harassment and will be handled as such. Workplace bullying is on-going behavior that deliberately harms, intimidates, offends, degrades, or humiliates an individual and creates an environment of fear. Examples of harassment and bullying include, but are not limited to, the following:

- being sworn at, shouted at, called names or subjected to other humiliating behaviors;
- unwarranted or invalid criticism, or blame without factual justification;
- being treated differently than the rest of one's work group in a manner that is belittling;
- exclusion or social isolation;
- physical violence such as pushing, shoving or throwing objects.

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Personal abuse in any form violates standards of appropriate discourse and civil conduct; substantiated instances of such behavior will result in disciplinary action up to and including termination.

An employee or applicant for employment who believes they have been subject to discrimination or harassment due should follow the Discrimination and Harassment Complaint Procedures detailed in [Employment Policy 2: Nondiscrimination, Equal Employment Opportunity & Diversity Policy](#).