UNIVERSITY OF MASSACHUSETTS
EQUAL OPPORTUNITY, Discrimination, AND HARASSMENT POLICY

I. Policy Statement

The University of Massachusetts is committed to providing an environment that advances equal opportunity and is free from discrimination and harassment on the basis of race, color, religion, gender, gender identity or expression, age, sexual orientation, national origin, ancestry, disability, military status, or genetic information in employment, admission to and participation in academic programs, activities, and services, and the selection of vendors who provide services or products to the University. Accordingly, acts of discrimination or harassment shall not be tolerated. Any member of the University community found to have violated this policy shall be subject to disciplinary action.

II. Definitions

Discrimination. As used in this policy, discrimination is defined as intentionally (disparate treatment) or unintentionally (disparate impact) treating an individual differently on the basis of one or more of the characteristics listed in Section I, above.

Harassment. As used in this policy, harassment is defined as conduct toward an individual or group of individuals on the basis of one of more of the characteristics listed in Section I, above, that has the purpose or effect of:

- Creating an intimidating or hostile educational environment, work environment or environment for participation in a University activity;
- Unreasonably interfering with a person's educational environment, work environment or environment for participation in a University activity; or
- Unreasonably affecting a person's educational or work opportunities or participation in a University activity.

Sexual Harassment. As used in this policy, sexual harassment is defined as unwelcomed sexual advances, requests for sexual favors and other verbal or physical conduct of sexual nature when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic work;
- Submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting such individual; or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working or academic environment.
III. Affirmative Action

The University is committed to a program of affirmative action to eliminate or mitigate artificial barriers and to increase opportunities for the recruitment and advancement of qualified minorities, women, persons with disabilities, and covered veterans.

IV. Complaints and Investigations; Guidelines and Procedures

The University shall protect the rights of all individuals within the University Community by promptly and impartially investigating all allegations of violations of this policy when brought to the attention of appropriate University officials.

The president and the chancellors shall develop guidelines and procedures for the dissemination of this Policy and for the filing, hearing and resolution of complaints.

V. Compliance with Applicable Law

The University shall comply with the applicable federal and state statutes, rules, and regulations concerning equal opportunity, harassment, and affirmative action.