

The University Senate of Michigan Technological University

POLICY ON DISCRIMINATION AND HARASSMENT

(Board of Trustees Policy 5.1)

(Proposal 6-95)

Senate Policy 203.1

Michigan Technological University is a diverse community of and for scholars. This community requires an environment of trust and openness where productive work, teaching, and learning can thrive. The University recognizes the necessity of protecting First Amendment rights and encouraging free speech, but also recognizes that certain conduct can threaten the mutual respect that is the foundation of scholarly communities. This policy is intended to secure the freedom of expression guaranteed by the United States Constitution while maintaining the trust and mutual respect that are vital to a diverse university community.

This policy does not abrogate other policies, rights and regulations set forth by Michigan Technological University. Further, federal and state laws will be enforced notwithstanding any provision of this policy.

The civil rights statutes prohibit various forms of discrimination including on the basis of race, color, religion, creed, national origin, gender, marital status, age, disability, height, weight, or veteran status.

At Michigan Technological University there is no place for discrimination and/or discriminatory harassment prohibited by Title VII, 42 U.S.C § 1981, 42 U.S.C. § 1983, Title VI, Title IX, the Americans With Disabilities Act, the Age Discrimination in Employment Act, the Michigan Handicappers' Act, the Michigan Ethnic Intimidation Act, the Michigan Elliott-Larsen Civil Rights Act, the United States or Michigan Constitutions or Board of Trustees Policy. These behaviors by any member of the Michigan Technological University community are prohibited and individuals engaging in these behaviors are subject to disciplinary procedures ranging from reprimand to termination or expulsion.

This policy shall be administered in accordance with procedures established by the Executive Director of Institutional Equity.

Development of Proposal 6-95

- 11 Oct 1994: Provost Dobney requests Senate response to policy statement.
- 17 Oct 1994: Senate President Bornhorst designates the policy statement Proposal 6-95.
- 19 Oct 1994: Proposal 6-95 is presented to the Senate.
- 21 Oct 1994: Amendment to Proposal 6-95 is submitted to the Senate.
- 07 Dec 1994: Proposal 6-95 is amended by the Senate.
- 11 Jan 1995: Proposal 6-95 is amended editorially and approved by the Senate.
- 17 Jan 1995: Proposal 6-95 is transmitted to the Administration.
- 05 Feb 1995: Proposal 6-95 is approved by the Administration.
- 03 Aug 2000: Changed Executive Vice President and Provost title to Provost and Senior Vice President for Academic and Student Affairs
- 15 Jul 2010: Was previously Policy 3.23.1 Renumbered and assigned responsibility for Administration to Vice President for Administration.
- 21 Sep 2016: Brought Policy up to date with Board of Trustees Policy
- 24 Sep 2018: Changed Vice President for Administration in consultation with the University Senate to Executive Director of Institutional Equity
- 02 Dec 2018: Updated policy to match BOT Policy