

## PROPOSAL 6-95

### POLICY ON DISCRIMINATION AND HARASSMENT

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 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, or Board of Control 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 Vice President and Provost in consultation with the University Senate.

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#### Development of Proposal

- 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.
- 7 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.

#### Development of Amendment:

- 1989: Vice-President Bert Whitten appoints Multi-Cultural Advisory Committee.
- 1990-93: Committee writes a policy on discrimination, harassment, and prohibited conduct.

July 93: Policy sent for review for its legal sufficiency.

Feb 94: Redrafted policy sent for another review for legal sufficiency.

Apr 94: Draft policy presented to Senate officers by W. McCoy. Senate officers express strong reservations about the language of the draft, and suggest alterations.

18 May 94: A shortened policy without procedural provisions is presented to the Senate officers by the provost's office.

19 May 94: Senate officers again express reservations and suggest alterations.

11 Oct 94: Provost Dobney requests Senate response to policy statement.

17 Oct 94: Senate President Bornhorst designates the policy statement as Proposal 6-95.

19 Oct 94: Proposal 6-95 is presented to the Senate.

20 Oct 94: Amendment to Proposal 6-95 is submitted to the Senate.

7 Dec 94: Senate amends Proposal 6-95.  
Became Senate Policy 203.1

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