

EO/EA BRIEFING

www.purdue.edu/vpec
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Equal Opportunity and Equal Access Policy

NONDISCRIMINATION

Purdue University is committed to maintaining a community which:

- recognizes and values the inherent worth and dignity of every person;
- fosters tolerance, sensitivity, understanding, and mutual respect among its members;
- and encourages each individual to strive to reach his or her own potential.

The University believes that intellectual and cultural diversity among its many members strengthens the institution, stimulates creativity, promotes the exchange of ideas and enriches campus life.

Purdue University views, evaluates and treats all persons in any university-related activity or circumstance in which they may be involved solely as individuals on the basis of their own personal abilities, qualifications and other relevant characteristics.

PROTECTED CLASSES

Purdue University prohibits discrimination against any member of the University community on the basis of:

- race
- religion
- color
- sex
- age
- national origin or ancestry
- genetic information
- marital status
- parental status
- sexual orientation
- gender identity and expression
- disability
- status as a veteran

These are based on various federal and state laws and policies.

DEFINITION OF A DISABILITY

The Americans with Disabilities Act defines a person with a disability as meeting one or more of the following:

- A physical or mental condition substantiality limits a major life activity
- Has a history/record of a disability
- Regarded as having an impairment

EQUAL ACCESS

Purdue must provide reasonable accommodations that allow otherwise qualified:

- employees with disabilities to perform the essential functions of their positions
- students with disabilities to meet the core requirements of their academic programs.

RESOURCES

Office of the Vice President for Ethics and Compliance

www.purdue.edu/vpec

Office for Civil Rights

www.purdue.edu/vpec/ocr/

Equal Opportunity and Equal Access Policy (III.C.2)

www.purdue.edu/vpec/policies/ethics/iic2/

Anti-Harassment (III.C.1)

www.purdue.edu/vpec/policies/ethics/iic1/

Title IX Harassment (III.C.4)

www.purdue.edu/vpec/policies/ethics/iic4/



Ethics and Compliance

Equal Opportunity and Equal Access Policy

HARASSMENT DEFINED

Conduct toward another person or identifiable group of persons that has the purpose or effect of:

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

ANTI-HARASSMENT POLICY

Purdue University is committed to maintaining an environment that

- recognizes the inherent worth and dignity of every person;
- fosters tolerance, sensitivity, understanding and mutual respect;
- and encourages its members to strive to reach their potential.

The most effective way to work toward preventing Harassment is through education that emphasizes respect for every individual.

It is essential that Purdue University demonstrate its intellectual and ethical leadership by reaffirming its strong position against Harassment in all forms. All members of the University community must be able to pursue their goals, educational needs and working lives without intimidation or injury generated by intolerance and Harassment.

Harassment in the workplace or the educational environment is unacceptable conduct and will not be tolerated. Purdue University is committed to maintaining an educational and work climate for faculty, staff and students that is positive and free from all forms of Harassment.

This policy addresses Harassment in all forms, including Harassment toward individuals based on membership in a protected class.

FORMS OF HARASSMENT

Written

Memes, posters, emails, social media

Physical

Unwelcome touching, stalking

Verbal

Racial slurs, jokes, comments

PROHIBITED ACTIONS

General Harassment

Racial Harassment

Sexual Harassment

Sexual Violence

Relationship Violence

Sexual Exploitation

Stalking

TITLE IX HARASSMENT

Conduct on the basis of sex that satisfies one or more of the following:

- A University employee conditioning education benefits on participation in unwelcome sexual conduct (i.e., quid pro quo); or
- Unwelcome conduct that a reasonable person would determine is so severe, pervasive and objectively offensive that it effectively denies a person equal access to the University's educational programs or activities; or
- Sexual Assault, Dating Violence, Domestic Violence, Stalking, or Title IX Harassment

OPTIONS FOR REPORTING HARASSMENT, DISCRIMINATION AND OTHER VIOLATIONS

Online www.purdue.edu/vpec/ocr

Contact the Title IX Coordinator at titleix@purdue.edu

Anonymously at www.purdue.edu/hotline



In-person

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