Harassment

It is the policy of the UTRGV to maintain an educational and work environment free from impermissible discrimination and sexual and other forms of harassment and intimidation including but not limited and sexual and other forms of harassment and intimidation including but not limited to verbal and physical harassment. In compliance with all federal and state laws and regulations, UT System policy, and institutional policy, no person shall be subjected to discrimination on the basis of race color, religion, sex, national origin, age, sexual orientation, disability, or veteran status regarding employment of access to University programs, facilities, or services.

Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

1. Submission to such conduct is made wither explicitly or implicitly a term or condition of an individual's academic or employment status,
2. Submission to or rejection of such conduct by an individual is used as the basis for academic or employment decisions affecting such individual, or
3. Such conduct has the purpose or effect of unreasonably interfering with an individual's academic or work performance or creating and intimidating, hostile, or offensive academic or work environment.

Such conduct on the part of faculty, staff, residents, or students is expressly prohibited and the offenders are subject to disciplinary action.

Any resident who feels that he/she has been subjected to impermissible discrimination and/or sexual or other forms of harassment has the option of utilizing either a formal or an informal process.