

## Harassment

UW Facilities will not tolerate harassment of any employee by any other employee, regardless of the position the employee holds. Harassment on the basis of race, sex, age, national origin, sexual orientation, disability, religion, veteran status, color, creed, or marital status is a form of discrimination and as such is a violation of state and federal law and/or the University and department policy. Harassment includes any unwelcome verbal, written or physical conduct that threatens, intimidates, demeans or unreasonably interferes with an employees' ability to do their job.

## Sexual Harassment

The University is committed to protecting the rights and dignity of each individual in the University community. UW Facilities and the University prohibit all forms of sexual harassment.

Sexual harassment may include but is not limited to: (1) unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature by a person who has authority over the recipient when (a) submission to such conduct is made either an implicit or explicit condition of the individual's employment, academic status, or ability to use University facilities and services, or (b) submission to or rejection of the conduct is used as the basis for a decision that affects tangible aspects of the individual's employment, academic status, or use of university facilities; or (2) unwelcome and unsolicited language or conduct that is sufficiently severe, persistent or pervasive that it could reasonably be expected to create an intimidating, hostile, or offensive working or learning environment; or has the purpose or effect of unreasonably interfering with an individual's academic or work performance.

It is inappropriate and unacceptable for any employee to engage in any remarks, gestures, or conduct that can be considered harassment. Any employee of this organization who is found to have engaged in conduct that constitutes harassment is subject to corrective action, up to and including immediate dismissal.

Employees who believe that they have been subject to or have knowledge of harassment, as outlined in this policy, should immediately contact their supervisor, manager, director, UWF PR team, other UW Facilities management, or the organization's UW Central HR Consultant. Also see the following policies:

[UW Facilities – Hospitable Workplace](#)

[UW Facilities – Employee Complaints](#)

[UW Policy and Procedure on Workplace Violence](#)

[UW Policy on Non-Discrimination](#)

[UW Complaint Resolution Options](#)