



NON-DISCRIMINATION & HARASSMENT POLICY AND PROCEDURE

General

Policy Number: 1020

1.0 PURPOSE

Columbia Basin College recognizes its responsibility for investigation, resolution, implementation of corrective measures, and monitoring the educational environment and workplace to stop, remediate, and prevent discrimination on the basis of race, color, national origin, age, perceived or actual physical or mental disability, pregnancy, genetic information, sex, sexual orientation, gender identity, marital status, creed, religion, honorably discharged veteran or military status, or use of a trained guide dog or service animal, as required by Title VI of the Civil Rights Act of 1964, Title VII of the Civil Rights Act of 1964, Title IX of the Educational Amendments of 1972, Sections 504 and 508 of the Rehabilitation Act of 1973, the Americans with Disabilities Act and ADA Amendment Act, the Age Discrimination Act of 1975, the Violence Against Women Reauthorization Act and Washington State's Law Against Discrimination, Chapter 49.60 RCW and their implementing regulations. To this end, Columbia Basin College (the College) has enacted this policy prohibiting discrimination against and harassment of members of these protected classes. Any individual found to be in violation of this policy will be subject to disciplinary action up to and including dismissal from the College or from employment.

2.0 AUTHORITY & SCOPE

2.1 Authority: Title VI of the Civil Rights Act of 1964, Title VII of the Civil Rights Act of 1964, Title IX of the Educational Amendments of 1972, Sections 504 and 508 of the Rehabilitation Act of 1973, the Americans with Disabilities Act and ADA Amendment Act, the Age Discrimination Act of 1975, the Violence Against Women Reauthorization Act and Washington State's Law Against Discrimination, Chapter 49.60 RCW and their implementing regulations.

2.2 Scope: All students, employees, applicants and visitors.

3.0 DEFINITIONS

The following definitions are specific to the terms of this procedure and do not modify or revise similar terms as used in related procedures or collective bargaining agreements.

3.1 Advisor is a person of the claimant or responding party's choosing who can accompany the claimant or responding party to any related meeting or proceeding. The advisor must not be a witness, or an employee of the College with the exception of a union representative acting as advisor to a represented employee.

- 3.2 Claimant** is/are student(s), employee(s), applicant(s), or visitor(s) of Columbia Basin College who allege to have been subjected to discrimination or harassment due to their membership in a protected class.
- 3.3 Coercion** is using pressure (verbal or emotional), deception, or manipulation to cause someone to agree to sexual contact against their will, without the use of physical force.
- 3.4 Complaint** is a description of facts that allege violation of the College's policy against discrimination, harassment or retaliation.
- 3.5 Consent** is knowing, voluntary and clear permission by word or action, to engage in mutually agreed upon sexual activity. Each party has the responsibility to make certain that the other has consented before engaging in the activity. For consent to be valid, there must be at the time of the act of sexual intercourse or sexual contact actual words or conduct indicating freely given agreement to have sexual intercourse or sexual contact. In order to give effective consent, one must be of legal age.
- 3.5.1** A person cannot consent if the person is unable to understand what is happening or is disoriented, helpless, asleep or unconscious for any reason, including due to alcohol or other drugs. An individual who engages in sexual activity when the individual knows, or should know, that the other person is physically or mentally incapacitated has engaged in nonconsensual conduct.
- 3.5.2** Intoxication is not a defense against allegations that an individual has engaged in nonconsensual sexual conduct.
- 3.6 Discrimination** is unfavorable treatment of a person based on that person's membership or perceived membership in a protected class. Harassment is a form of discrimination.
- 3.7 Force** is the use of physical violence, physical force, threats, or intimidation to overcome resistance or gain agreement to sexual contact.
- 3.8 Harassment** is a form of discrimination consisting of physical or verbal conduct that denigrates or shows hostility toward an individual because of their membership in a protected class or their perceived membership in a protected class. Harassment occurs when the conduct is sufficiently severe and/or pervasive and so objectively offensive that it has the effect of altering the terms or conditions of employment or substantially limiting the ability of a student to participate in or benefit from the College's educational and/or social programs. Petty slights, annoyances, offensive utterances, and isolated incidents (unless extremely serious) typically do not qualify as harassment.

Examples of conduct that could rise to the level of discriminatory harassment include but are not limited to the following:

- 3.8.1** Epithets, "jokes," ridicule, mockery or other offensive or derogatory conduct focused upon an individual's membership in a protected class;
- 3.8.2** Verbal or physical threats of violence or physical contact directed towards an individual based upon their membership in a protected class; and

- 3.8.3 Making, posting, emailing, texting, or otherwise circulating demeaning or offensive pictures, cartoons, graffiti, notes or other materials that relate to race, ethnic origin, gender or any other protected class.
- 3.9 Hazing are acts likely to cause physical or psychological harm or social ostracism to any person within the College community, when related to admission, initiation, joining, or any other group – affiliation activity.
- 3.10 Hostile Environment is any situation in which there is harassing conduct that is based on protected class status and is sufficiently severe and/or pervasive and so objectively offensive that it has the effect of altering the terms or conditions of employment or substantially limiting the ability of a Claimant to participate in or benefit from the College’s educational or social programs.

The determination of whether an environment is “hostile” must be based on all of the circumstances. These circumstances could include:

- 3.10.1 The frequency of the conduct;
- 3.10.2 The nature and severity of the conduct;
- 3.10.3 Whether the conduct was physically threatening;
- 3.10.4 Whether the conduct was directed at more than one person;
- 3.10.5 Whether the conduct arose in the context of other discriminatory conduct;
- 3.10.6 Whether the statement is a mere utterance of an epithet which engenders offense in an employee or student, or offends by mere discourtesy or rudeness; and
- 3.10.7 Whether the speech or conduct deserves the protections of academic freedom or the 1st Amendment.
- 3.11 Protected Class is persons who are protected under state or federal civil rights laws, including laws that prohibit discrimination on the basis of race, color, national origin, age, perceived or actual physical or mental disability, pregnancy, genetic information, sex, sexual orientation, gender identity, marital status, creed, religion, honorably discharged veteran or military status, or use of a trained guide dog or service animal.
- 3.12 Resolution is the means by which the complaint is finally addressed. This may be accomplished through informal or formal processes, including counseling, mediation (when appropriate), or the formal imposition of discipline sanction.
- 3.13 Responding Party is a student, employee, applicant or visitor who allegedly discriminated against or harassed another person or persons.
- 3.14 Sexual Exploitation is when one person takes non-consensual or abusive sexual advantage of another for their own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, and that behavior does not otherwise constitute one of other sexual misconduct offenses. Examples of sexual exploitation include, but are not limited to: invasion of sexual privacy, engaging in voyeurism, non-consensual video or audio taping of sexual activity; sexually-based stalking and/or bullying may also be forms of sexual exploitation.
- 3.15 Sexual Harassment is unwelcome sexual advances, requests for sexual favors, sexually motivated physical contact, or other verbal or physical conduct or

communication (including electronic) of a sexual nature between two or more individuals if:

- 3.15.1** Submission to conduct or communication is made a term or condition, either explicitly or implicitly, of obtaining an education or employment;
 - 3.15.2** Submission to or rejection of that conduct or communication by an individual is used as a factor in decisions affecting that individual's education or employment; or
 - 3.15.3** That conduct or communication has the purpose or effect of substantially interfering with an individual's educational or work performance, or of creating an intimidating, hostile, or offensive educational or work environment.
- 3.16** Sexual Violence is a type of sexual discrimination and harassment. Nonconsensual sexual intercourse, nonconsensual sexual contact, domestic violence, dating violence, and stalking are all types of sexual violence.
- 3.17** Nonconsensual sexual intercourse is any sexual intercourse (anal, oral, or vaginal), however slight, with any object, by a person upon another person, that is without consent and/or by force. Sexual intercourse includes anal or vaginal penetration by a penis, tongue, finger, or object, or oral copulation by mouth to genital contact or genital to mouth contact.
- 3.18** Nonconsensual sexual contact is any intentional sexual touching, however slight, with any object, by a person upon another person that is without consent and/or by force. Sexual touching includes any bodily contact with the breasts, groin, mouth, or other bodily orifice of another individual, or any other bodily contact in a sexual manner.
- 3.19** Domestic violence is asserted violent misdemeanor and felony offenses committed by the victim's current or former spouse, current or former cohabitant, person similarly situated under domestic or family violence law, or anyone else protected under domestic or family violence law.
- 3.20** Dating violence is violence by a person who has been in a romantic or intimate relationship with the victim. Whether there was such relationship will be gauged by its length, type, and frequency of interaction.
- 3.21** Stalking is intentional and repeated harassment or following of another person, which places that person in reasonable fear that the perpetrator intends to injure, intimidate, or harass that person. Stalking also includes instances where the perpetrator knows or reasonably should know that the person is frightened, intimidated, or harassed, even if the perpetrator lacks such intent.

4.0 NON-DISCRIMINATION & HARASSMENT POLICY AND PROCEDURE

4.1 Online Harassment and Misconduct

The policies of the College are written and interpreted broadly to include online and cyber manifestations of any of the behaviors prohibited below, when those behaviors occur in or have an effect on the College's education program and activities or use College networks, technology, or equipment.

While the College may not control websites, social media, and other venues in which harassing communications are made, when such communications are

reported to College, it will engage in a variety of means to address and mitigate the effects.

Members of the community are encouraged to be good digital citizens and to refrain from online misconduct, such as feeding anonymous gossip sites, sharing inappropriate content via Snaps or other social media, unwelcome sexting, revenge porn, breaches of privacy, or otherwise using the ease of transmission and/or anonymity of the Internet or other technology to harm another member of the College community.

Any online postings or other electronic communication by students, including cyber-bullying, cyber-stalking, cyber-harassment, etc., occurring completely outside of the College's control (e.g., not on College networks, websites, or between CBC email accounts) will only be subject to this policy when such online conduct can be shown to cause a substantial in-program disruption.

Otherwise, such communications are considered speech protected by the First Amendment. Interim measures for claimants will be provided, but protected speech cannot legally be subjected to discipline.

Off-campus harassing speech by employees, whether online or in person, may be regulated by the College only when such speech is made in an employee's official or work-related capacity.

4.2 Filing a Complaint

Any employee, applicant, student or visitor of the College may file a complaint. Complaints may be submitted in writing or verbally, which will be captured in written form for processing. The College encourages the timely reporting of any incidents of discrimination or harassment. For claimants who wish to submit a written complaint, a formal complaint form is available online. Hardcopies of the complaint form are available at the following locations on campus: Hawk Central, Counseling & Advising Center, Human Resources/Student Employment, President's Office/Administrative Wing of A Building and Vice President for Instruction's Office. Any person submitting a discrimination complaint shall be provided with a written copy of the College's non-discrimination and harassment policies and grievance procedures.

4.2.1 If at any time during the process described under this policy and procedure the complaint is determined to meet the definition of sexual harassment as defined in 34 C.F.R. §106.30 the complaint will be evaluated pursuant to the College's Title IX Grievance Policy and supplemental procedures.

4.2.2 If the complaint is against the Coordinator or designee, or relative of the Coordinator or designee attending or working for the College, the

claimant should report the matter to the President's Office for referral to an alternate designee.

Name: Corey Osborn

Title: Vice President for Human Resources & Legal Affairs, Title IX/EEO Coordinator

Office: Human Resources, A Building

Contact Info: (509) 542-5548, cosborn@columbiabasin.edu

- 4.2.3** The Vice President for Human Resources & Legal Affairs or designee:
- Will accept all complaints and referrals from College employees, applicants, students, and visitors;
 - Will make determinations regarding how to handle requests by claimant for confidentiality;
 - Will make determinations of whether the complaint meets the definition of sexual harassment as defined in 34 C.F.R. §106.30 and must be pursued in accordance with the College's Title IX Grievance Policy and procedures;
 - Will keep accurate records of all complaints and referrals for the required time period;
 - May conduct investigations or delegate and oversee investigations conducted by a designee;
 - May impose interim remedial measures to protect parties during investigations of discrimination or harassment;
 - Will issue written findings and recommendations upon completion of an investigation; and
 - May recommend specific corrective measures to stop, remediate, and prevent the recurrence of inappropriate conduct.

4.3 Confidentiality and Right to Privacy

Columbia Basin College will seek to protect the privacy of the claimant to the full extent possible, consistent with the legal obligation to investigate, take appropriate remedial and/or disciplinary action, and comply with the federal and state law, as well as Columbia Basin College policies and procedures. Although Columbia Basin College will attempt to honor claimants' requests for confidentiality, it cannot guarantee complete confidentiality. Determinations regarding how to handle requests for confidentiality will be made by the Vice President for Human Resources & Legal Affairs or designee.

4.3.1 Confidentiality Requests and Sexual Violence Complaints

The Vice President for Human Resources & Legal Affairs or designee will inform and obtain consent from the claimant before commencing an investigation into a sexual violence complaint. If a claimant of sexual violence asks that their name not be revealed to the responding party or that the College not investigate the allegation, the Vice President for Human Resources & Legal Affairs will inform the claimant that maintaining confidentiality may limit the College's ability to fully

respond to the allegations and that retaliation by the responding party and/or others is prohibited. If the claimant still insists that their name not be disclosed or that the College not investigate, the Vice President for Human Resources & Legal Affairs or designee will determine whether the College can honor the request and at the same time maintain a safe and non-discriminatory environment for all members of the College community, including the claimant.

Factors to be weighed during this determination may include, but are not limited to:

- The seriousness of the alleged sexual violence;
- The age of the claimant;
- Whether the sexual violence was perpetrated with a weapon;
- Whether the responding party has a history of committing acts of sexual violence or violence or has been the subject of other sexual violence complaints;
- Whether the responding party threatened to commit additional acts of sexual violence against the claimant or others; and
- Whether relevant evidence can be obtained through other means (e.g., security cameras, other witnesses, physical evidence).

If the College is unable to honor a claimant's request for confidentiality, the Vice President for Human Resources & Legal Affairs or designee will notify the claimant of the decision and ensure that claimant's identity is disclosed only to the extent reasonably necessary to effectively conduct and complete the investigation.

If the College decides not to conduct an investigation or take disciplinary action because of a request for confidentiality, the Vice President for Human Resources & Legal Affairs or designee will evaluate whether other measures are available to limit the effects of the harassment and prevent its recurrence and implement such measures if reasonably feasible.

4.4 Responsible Employees and Reporting Responsibilities

The College is obligated to pursue allegations that violate this policy of which a responsible employee knew or should have known occurred. A "responsible employee" is any employee who:

- Has the authority to take action to redress harassment or discriminatory misconduct;
- Has been given the duty of reporting incidents of harassment or discriminatory misconduct by students; or
- A student could reasonably believe has this authority or duty.

For student claimants where the responding party is another student "responsible employees" include administrators (Directors, Deans, Vice Presidents, Athletic Director/Assistant Athletic Director, ASCBC Director/Assistant Director,

Disability Support Services Staff, Completion Coaches, Hawk Central Staff Members, Security Officers, and executive assistants and secretarial staff reporting to positions designated above.

A responsible employee *must* report to the Vice President for Human Resources & Legal Affairs or designee all relevant details about alleged harassment or discriminatory misconduct (including sexual harassment and/or retaliation) that the student or other person has shared and that the College will need to determine what occurred and resolve the situation. This includes the names of the alleged Responding party (if known), the student claimant or other person who experienced the alleged harassment or discriminatory misconduct, others involved in the alleged misconduct, as well as relevant facts, including the date, time and location. If the complaint is against the Vice President for Human Resources & Legal Affairs or designee, or their relative attending or working for the College, the claimant should report the matter directly to the President's office for referral to an alternate designee.

A responsible employee should provide the following information to a claimant: (1) the reporting obligations (discussed above) of the responsible employee; (2) claimant's option to request confidentiality and available confidential resources; (3) claimant's right to file a Title IX Complaint under this policy or the College's Title IX Grievance Policy; and (4) claimant's right to report a crime to local law enforcement.

For an employee complaint of harassment or discriminatory misconduct (including sexual harassment and/or retaliation) by a student or another employee, the employee claimant may be reported to the immediate supervisor, with the supervisor report/referral to the Vice President for Human Resources & Legal Affairs or designee. A direct report to the Vice President for Human Resources & Legal Affairs or designee will be more expeditious in terms of processing the complaint. If the complaint is against the Vice President for Human Resources & Legal Affairs or designee, or their relative attending or working for the College, the claimant should report the matter directly to the President's office for referral to an alternate designee.

4.5 Investigation Procedure

Upon receiving a discrimination complaint, the Vice President for Human Resources & Legal Affairs or designee will assess the written complaint and determine the appropriate steps necessary to ensure all relevant evidence is obtained and all critical elements are pursued. The Vice President for Human Resources & Legal Affairs or designee shall be responsible for overseeing all investigations. Investigations may be conducted by the Vice President for Human Resources & Legal Affairs or designee. If the investigation is assigned to someone other than the Vice President for Human Resources & Legal Affairs or designee, the Vice President for Human Resources & Legal Affairs or designee shall inform the claimant and responding party(s) of the appointment of an investigator.

4.5.1 Interim Measures

The Vice President for Human Resources & Legal Affairs or designee may impose interim measures to protect the claimant and/or responding party and/or others pending the conclusion of the investigation. Interim measures may include, but are not limited to, imposition of no contact orders, rescheduling classes, temporary work reassignments, referrals for counseling or medical assistance, and imposition of summary discipline on the responding party consistent with the College's Student Conduct Code or the College's employment policies and collective bargaining agreements.

4.5.2 Investigation

Complaints shall be thoroughly and impartially investigated. The investigation shall include, but is not limited to, interviewing the claimant and the responding party, relevant witnesses, and reviewing relevant documents. The investigation shall be concluded within a reasonable time, normally sixty days barring exigent circumstances. At the conclusion of the investigation the investigator shall set forth their findings and recommendations in writing. If the investigator is someone other than the Vice President for Human Resources & Legal Affairs or designee, the investigator shall send a copy of the findings and recommendations to the Vice President for Human Resources & Legal Affairs or designee. The Vice President for Human Resources & Legal Affairs or designee shall consider the findings and recommendations and determine, based on a preponderance of the evidence, whether a violation of the discrimination and harassment policy occurred, and if so, what steps will be taken to resolve the complaint, remedy the effects on any victim(s), and prevent its recurrence. Possible remedial steps may include, but are not limited to, referral for voluntary training/counseling, development of a remediation plan, limited contact orders, and referral and recommendation for formal disciplinary action. Referrals for disciplinary action will be consistent with the Student Conduct Code or College employment policies and collective bargaining agreements.

4.5.3 Written Notice of Decision

The Vice President for Human Resources & Legal Affairs or designee will provide each party and the appropriate student services administrator or appointing authority with written notice of the investigative findings and of actions taken or recommended to resolve the complaint, subject to the following limitations.

4.5.3.1 Claimant Notice

The claimant shall be informed in writing of the findings and of actions taken or recommended to resolve the complaint, if any,

only to the extent that such findings, actions or recommendations directly relate to the claimant, such as a finding that the complaint is or is not meritorious or a recommendation that the accused not contact the claimant. The claimant may be notified generally that the matter has been referred for disciplinary action.

4.5.3.2 Responding party Notice

The responding party shall be informed in writing of the findings and of actions taken or recommended to resolve the complaint and shall be notified of referrals for disciplinary action.

4.5.4 Request for Reconsideration

Either the claimant or the responding party may seek reconsideration of the finding and/or referral for disciplinary action to the Vice President for Human Resources & Legal Affairs. Requests for reconsideration shall be submitted in writing to the Vice President for Human Resources & Legal Affairs within seven (7) days of receiving the decision. Requests must specify which portion of the decision should be reconsidered and the basis for reconsideration. If a request for reconsideration is received, the Vice President for Human Resources & Legal Affairs shall respond within ten (10) days. If the Vice President for Human Resources & Legal Affairs determines the request for reconsideration has merit, they may issue an amended finding or referral. Any amended decision is final and no further reconsideration is available, with the exception of Section 4.7 below for appeal/review/grievance of disciplinary action as appropriate.

4.6 Informal Dispute Resolution

Informal dispute resolution processes, like mediation, may be used to resolve complaints, when appropriate. Informal dispute resolution shall not be used to resolve sexual discrimination complaints without written permission from both the claimant and the responding party. If the parties elect to mediate a dispute, either party shall be free to discontinue mediation at any time. In no event shall mediation be used to resolve complaints involving allegations of sexual violence.

4.7 Appeal for Disciplinary Action

If formal disciplinary action is imposed as a result of a finding of violation of this policy, then a responding party may file an appeal. The right to appeal on particular grounds (i.e. the finding is not supported by the evidence, the sanction is substantially disproportionate to the severity of the violation, due process was violated, new evidence is available), if offered to either party, must be equally accessible to the claimant.

4.7.1 Student Conduct Appeal

Either party may appeal a disciplinary action taken by the Student Conduct Officer or the Student Conduct Board in accordance with WAC 132S-100-407. The claimant will receive notice of the appeal and may submit either their own appeal or a written response to the student responding party's appeal within ten (10) calendar days, which will be considered.

4.7.2 Represented Employee Grievance

A faculty member or represented classified staff member may file a grievance under the applicable Collective Bargaining Agreement.

4.7.3 Non-Represented Classified Employee Appeal

Non-represented classified staff may file an appeal with the Personnel Resources Board under WAC 357-52-020.

4.7.4 All Other Employee Review

All other employees may request review of the disciplinary action issued by the direct supervisor through the next level supervisor in the chain of command within twenty (20) days of the imposition of the discipline. This includes student workers if the discipline imposed resulted from conduct that occurred during the performance of student employment and includes a loss in pay as a sanction (nothing prohibits the Vice President for Human Resources & Legal Affairs or designee from referring findings against a student employee to the Student Conduct Officer for additional review under the Student Conduct Code). The request for review must be a signed, written document articulating the grounds for review. The responsible supervisor will respond to the request for review within twenty (20) working days of receipt. If the finding(s) and/or discipline is upheld, then review of the supervisor's decision can be filed with the College President using the same process. If the finding(s) and/or discipline is upheld, the College President's decision will constitute final action and there is no further appeal within the College. If the discipline was issued by an appointing authority, rather than a direct supervisor, the request for review would be more appropriately filed with the College President, with the decision constituting final action and no further appeal within the college.

4.7.5 Volunteer or Visitor Review

If either party is a volunteer or visitor they may request review of sanction(s) imposed in response to any findings under this Policy, including temporary or permanent trespass through the President's Office.

4.8 Publication of Anti-Discrimination Policies and Procedures

The policies and procedures regarding complaints of discrimination and harassment shall be published and distributed as determined by the President or President's designee. Any person who believes he or she has been subjected to discrimination in violation of College policy will be provided a copy of these policies and procedures.

4.9 Limits to Authority

Nothing in this policy or procedure shall prevent the College President or designee from taking immediate disciplinary action in accordance with Columbia Basin College policies and procedures, collective bargaining agreement(s), and federal, state, and municipal rules and regulations.

Nothing in this policy or procedure limits the College from considering applicable policies of the College when investigating complaints, including but not limited to, the College's Standards of Conduct policy, Acceptable Use of Information Technology policy, Code of Ethics policy, Consensual Relations Leading to Conflicts of Interest policy or any other policy or procedure. For complaints involving students, nothing in this policy or procedure limits the College from evaluating the conduct of any student under the Student Code of Conduct.

4.10 Non-Retaliation, Intimidation and Coercion

Retaliation by, for or against any participant (including claimant, responding party, witness, Vice President for Human Resources & Legal Affairs or designee, or investigator) is expressly prohibited. Retaliatory action of any kind taken against individuals as a result of seeking redress under the applicable procedures or serving as a witness in a subsequent investigation, or any resulting disciplinary proceedings is prohibited, and is conduct subject to discipline. Any person who thinks he/she has been the victim of retaliation should contact the Vice President for Human Resources & Legal Affairs or designee immediately.

4.11 Criminal Complaints

Discriminatory or harassing conduct may also be, or occur in conjunction with, criminal conduct. Criminal complaints may be filed with the following law enforcement authorities:

Pasco CBC Campus: Pasco Police Department (509) 628-0333 or Emergency 911
Richland CBC Campus: Richland Police Department (509) 628-0333 or
Emergency 911

The College will proceed with an investigation of harassment and discrimination complaints regardless of whether the underlying conduct is subject to civil or criminal prosecution.

4.12 Other Discrimination Complaint Options

Discrimination complaints may also be filed with the following federal and state agencies:

Washington State Human Rights Commission:
<http://www.hum.wa.gov/index.html>

US Dept of Education Office for Civil Rights:
<http://www2.ed.gov/about/offices/list/ocr/index.html>

Equal Employment Opportunity Commission:
<http://www.eeoc.gov/>

5.0 FORMS & OTHER RESOURCES

[Complaint Form](#)

6.0 HISTORY & POLICY CONTACT

- 6.1 **Originated:** 05/1989
- 6.2 **Revised:** 04/1992, 07/1998, 01/2002, 08/2004, 06/2005, 03/2006, 11/2007, 06/2015, 01/2023
- 6.3 **Proposal Date:** 08/12/2020
- 6.4 **Promulgation Date:** 08/14/2020
- 6.5 **Responsible Administrator:** Vice President for Human Resources & Legal Affairs, Title IX/EEO Coordinator