

or her ability to participate in or to realize the intended benefits of an institutional activity, employment or resource. It may consist of written, electronic, verbal, and/or physical acts. It is also defined as using abusive language, including electronic communication, tending to incite an immediate breach of the peace to any person, persistent following or stalking of a person, or engaging in a course of conduct or repeatedly committing acts that cause mental or physical harm to another person.

“Stalking” means a course of conduct directed at a specific person that is so pervasive, persistent or severe that it would cause a reasonable person to fear for their or others’ safety, or to suffer substantial emotional distress.

C. Discriminatory Harassment

The term “discriminatory harassment” refers to intentional behavior, including but not limited to written, electronic, verbal, or physical acts that denigrate or show hostility toward an individual on the basis of race, color, national origin, sex, pregnancy, sexual orientation, gender identity, gender expression, religion, age, genetic information, disability, protected veteran status or any other applicable legally protected basis.

Such behavior must be unwelcome and sufficiently pervasive, persistent or severe that a reasonable person with the same characteristics of the victim of the harassing conduct, in the aggregate, would be adversely affected to a degree that interferes with their ability to participate in or to realize the intended benefits of an institutional activity, employment or resource.

D. Violation of the Sexual Misconduct Policy

The term “sexual harassment” includes, but is not limited to, verbal or non-verbal conduct that a reasonable person would find intimidating, demeaning, hostile, or offensive with an inappropriate focus on sex, sexual history, individual gender- based characteristics, or sexual orientation; unwelcome verbal or physical advances; attempts to subject a person to unwanted sexual attention or to coerce a person into sexual relations; and/or retaliation for a refusal to comply with sexual demands. Said conduct must be unwelcome and must be so severe and pervasive that it has the purpose or effect of interfering with an individual’s educational experience or creating an intimidating, hostile, or offensive learning environment. Sexual harassment is a form of sex discrimination. See page 78 for the Sexual Misconduct Policy.

E. Engaging in activities that threaten the safety of the campus community

The phrase “threaten the safety of” means engaging in activities including but not limited to intentionally or recklessly misusing or damaging fire or other safety equipment; use or possession of fireworks or incendiary, dangerous, or noxious devices or materials which have not been authorized by University officials; use, possession, or storage of any weapon which has not been authorized by University officials; or intentionally initiating or causing any false report, warning, or threat of fire, explosion, or other emergency. The term “weapon” means any object or substance designed to inflict a wound, cause injury or incapacitate including, but not limited to, all firearms, pellet guns, BB guns, switchblade or gravity knives, clubs, blackjacks, brass knuckles, or ice picks.

F. Conduct which is disorderly or indecent

“Disorderly conduct” occurs when an individual acts with intent to cause public