



Origination 04/2023
Last Approved 08/2023
Effective 08/2023
Last Revised 08/2023
Next Review 08/2024

Owner Jessica Gooch:
Dir. of Student
Transitions/Title
IX Compliance
Area 00 Student
Handbook

Part II - Community Policies Section C: Anti-Discrimination Policy

The University does not tolerate discrimination or harassment based on or related to sex (including pregnancy), age, disability, protected veteran status, genetic information, sexual orientation, gender identity, gender expression, race, color, religion, national origin, status as a protected veteran, or other legally protected characteristics. It is the University's policy not to discriminate in employment, admission, or use of programs, activities, facilities, or services on this basis.

1. Discriminatory Harassment

In a student-on-student context, conduct based on a student's sex (including pregnancy), race, national origin, religion, age, disability, sexual orientation, gender, or other protected categories, classes, or characteristics that is severe, pervasive, and objectively offensive that it adversely affects the individual's education or creates an intimidating, hostile, abusive, or offensive educational environment which interferes with the student's ability to realize the intended benefits of the University's resources and opportunities. Examples of inappropriate behavior that may constitute unlawful Harassment include, but are not limited to, the following, if related to an individual's protected category, class, or characteristic:

- a. Derogatory, disparaging, or disrespectful remarks, comments, slurs, or jokes about a particular person or protected category, class, or characteristic of persons based on, about, or because of a protected category, class, or characteristic;
- b. Display of explicit or offensive posters, pictures, drawings, correspondence, digital, or broadcast content (including image(s), video(s), or audio), or any other physical, digital, or multimedia materials in any form that reflect disparagingly upon a category, class, or characteristic of persons or a particular person in a protected category or class;
- c. Loud or angry outbursts or obscenities in the workplace directed toward a member of the University Community;

- d. Disparate treatment without a legitimate business reason.

For more information on the University's policy and compliant procedures regarding discriminatory harassment, see **Angelo State University Operating Policy 16.02 [Non-Discrimination and Anti-Harassment Policy and Complaint Procedure for Violations of Employment and Other Laws.](#)**

2. Title IX and Sexual Misconduct

A broad term encompassing all forms of gender-based harassment or discrimination and unwelcome behavior of a sexual nature. The term includes sexual harassment, nonconsensual sexual contact, nonconsensual sexual intercourse, sexual assault, sexual exploitation, stalking, public indecency, interpersonal violence, sexual violence, or other misconduct based on sex. For more information on this policy and compliant procedures see **[TTU System Regulation 07.06 Sexual Harassment, Sexual Assault, Sexual Misconduct, and Title IX Policy and Complaint Procedure](#)** and in **Angelo State's [Operating Policy 16.03 Sexual Harassment, Sexual Assault, Sexual Misconduct, and Title IX Policy and Complaint Procedure.](#)**

3. Office for Civil Rights Complaints

Nothing in this policy shall prevent a student from presenting a charge of discrimination or other grievance covered by this policy to an external agency, such as the United States Department of Education: Office for Civil Rights (OCR), 400 Maryland Avenue, SW Washington, DC 20202-1100 or Customer Service Hotline (800) 421-3481 or <http://www2.ed.gov/about/offices/list/ocr/index.html>.



Approval Signatures

Step Description	Approver	Date
Vice President Approval	Ben Lion: Vice President of Student Affairs	08/2023
Policy Owner	Jessica Gooch: Dir. of Student Transitions/Title IX Compliance	08/2023