

# Creighton University

## Harassment, Discrimination and Grievance Policy

### Frequently Asked Questions

#### **Why does Creighton have a policy on harassment, discrimination and grievance?**

[The Harassment, Discrimination, and Grievance Policy](#) exists to ensure equal employment and educational opportunities to faculty, staff, students and applicants for such opportunities without regard to race, color, religion, sex, marital status, national origin, age, disability, citizenship, sexual orientation, veteran status, and any other groups protected by federal, state or local statutes. Additionally, the policy exists to ensure that students, faculty and staff have the opportunity to present grievances to the University regarding a certain action(s) perceived to be in violation of institutional policies by a member of the University community.

#### **What changed in this policy from the previous policy?**

Revisions to this policy include a consistent procedure for resolving all student, faculty, staff, and guest complaints of harassment and discrimination, as well as all grievances that are not governed by other specific procedures in a fair and just manner. The policy also articulates the University's responsibility to educate members of the community on the policy and resources available to individuals.

#### **What should a person do if s/he believes that s/he has experienced harassment and/or discrimination?**

A member of the University's community who believes himself or herself to be victim of harassment and/or discrimination is encouraged to [report](#) the information to The Office of Equity and Inclusion.

#### **What should a person do if s/he witnesses or learns about an incident that may be harassment or discrimination?**

The University requires all faculty and exempt staff to report any information they learn about discriminatory harassment, sexual harassment, discrimination, or sexual misconduct to the Office of Equity and Inclusion (see [Mandatory Reporters Policy 2.1.26.](#)). The University encourages non-exempt staff and students to [report](#) all instances of harassment and discrimination.

**What happens after I report information?**

Upon notification, The Office of Equity and Inclusion will determine if an investigation is warranted, enabling the office to investigate and to take corrective action where appropriate.

**To whom does the policy apply?**

This policy applies to all faculty, staff, and students of the University community. Non-university employees, including vendors, independent contractors, and other outside parties who conduct business with the University through affiliation and other agreements will be expected to comply with this policy as well.

**What should I do if I have additional questions?**

A PDF version of the complete Harassment, Discrimination and Grievance Policy is located [here](#). Otherwise, contact Tanya Winegard, Ph.D. in the Office of Equity and Inclusion at [winegard@creighton.edu](mailto:winegard@creighton.edu).