

Harassment, Discrimination, Sexual and Relationship Misconduct Policy 2.1.25

Frequently Asked Questions

Why does Creighton have a policy on harassment, discrimination, sexual and relationship misconduct?

The Harassment, Discrimination, Sexual and Relationship Misconduct 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, gender identity, gender expression, 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, discrimination, sexual and relationship misconduct, 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 they believe they have experienced harassment, discrimination, sexual misconduct, or relationship misconduct?

A member of the University's community who believes themselves to be a victim of harassment, discrimination, sexual or relationship misconduct is encouraged to [report](#) the information to The Office of Equity and Inclusion.

What should a person do if they witnesses or learn about an incident that may be harassment, discrimination, sexual or relationship misconduct?

The University requires all faculty and all staff with supervisory or leadership responsibilities or responsibilities related to student welfare to report any information they learn about harassment, discrimination, sexual and relationship misconduct to the Office of Equity and

Inclusion (see [Mandatory Reporters Policy 2.1.26.](#)) The University encourages other 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, Sexual and Relationship Misconduct Policy is located [here](#). Otherwise, contact Allison Taylor, M.S.Ed in the Office of Equity and Inclusion at allisontaylor@creighton.edu.