

MISSOURI SOUTHERN STATE UNIVERSITY POLICY

Policy #:		Effective:		Category:	
Name:	Anti-Harassment Policy				

1.0 PURPOSE

Missouri Southern State University is committed to fostering a working and learning environment where all individuals are treated with respect and dignity. In keeping with that commitment, the University strictly prohibits any form of harassment by or against any faculty member, staff member, student, employee, applicant for employment, third-party contractor, guest, or visitor (collectively the "University Community"). It is also a violation of this Policy to retaliate against any member of the University Community who reports or assists in making a complaint of harassment or who participates in the investigation of a complaint in any way.

2.0 SCOPE

This Policy applies to all members of the University Community.

3.0 POLICY

Harassment is written, verbal or physical conduct that degrades or shows hostility or aversion toward an individual because of his/her protected status (age, gender, color, race, religion, disability, veteran's status, national origin, ancestry, or any other protected status under federal, state, or local law) that (i) has the purpose or effect of creating an intimidating, hostile or offensive work or learning environment; (ii) has the purpose or effect of unreasonably interfering with an individual's work or academic performance; or (iii) otherwise adversely affects an individual's employment or academic opportunities.

Sexual harassment is addressed and defined separately in the University's Sex Discrimination and Sexual Harassment Policy.

Any member of the University Community who believes that he or she has experienced or observed harassment by another member of the University Community should report such incident to his or her supervisor or to the Director of Human Resources without fear of intimidation or reprisal as soon as possible. If the alleged harasser is a student, the report should be made to the Dean of Students.

The University will thoroughly and promptly investigate all complaints of harassment. The University's investigation will be discreet, with information being shared only with those whose involvement is necessary for a thorough and fair investigation and resolution. If an investigation confirms that harassment has occurred, the University will take prompt and appropriate remedial action to address the harassment, eliminate any hostile environment, prevent its recurrence, and correct its effects on the victim and others, if applicable. Any discipline will be imposed pursuant to applicable procedures (such as the Code of Student Conduct or Employee Handbook) depending on the status of the alleged perpetrator.

The prohibition on harassment extends to all of the University's programs and activities, including but not limited to, admissions, employment, academics, athletics, housing, and student services.

Persons who violate this policy will face discipline up to and including termination or expulsion from the University.

4.0 HISTORY

This policy may be revised, edited, changed or removed at any time with or without notice to applicable individuals.

Initial Creation Date: xx/xx/xx

Requestor: HR & Dean of Students

Author: HR/Admin.

Review Date	Draft #	Change(s) Made	Changes	Change Date
	.01			

Approval Date	Vers #	Action Taken	Final Approval: Signed:
	1.0		

Revision Date	Vers #	Change(s) Made	Requested by:	Change Date
none				

5.0 INQUIRIES

Direct inquiries about this policy to:

MSSU Employees:

Director of Human Resources
Human Resources Department
Hearnes Hall 217

MSSU Students:

Dean of Students
Student Affairs Office
BSC Office 347D

Status:	Last Reviewed:	Policy Review Committee:
Options: Draft In Progress Under Review Approved Posted Deleted		

6.0 RELATED DOCUMENTS