





Academic Policy

Policy Against Discrimination, Harassment and Related Interpersonal Violence, Including Sexual and Gender Based Harassment, Sexual Assault, Sexual Exploitation, Intimate Partner Violence, Stalking, Complicity, Retaliation and Inappropriate Amorous Relationships

A. EFFECTIVE DATE :	4/19
B. PURPOSE :	The University of Connecticut (the University) is committed to maintaining a safe and non-discriminatory learning, living and working environment for all members of the University community – students, residents/fellows, employees, and visitors.
C. POLICY :	All members of the University community are responsible for the maintenance of an environment in which people are free to learn and work without fear of discrimination, discriminatory harassment or interpersonal violence.
D. SCOPE :	Students as defined in UConn’s Responsibilities of Community Life: The Student Code (“Students”); University employees, consisting of all full-time and part-time faculty, University Staff (including special payroll employees), UConn Health employees, professional research staff, residents and fellows, and post-doctoral fellows (“Employees”); and contractors, vendors, visitors, guests or other third parties (“Third Parties”)
E. PROCEDURES, GUIDELINES AND PROTOCOLS :	<p>The University does not unlawfully discriminate in any of its education or employment programs and activities on the basis of an individual’s race, color, ethnicity, religious creed, age, sex, marital status, national origin, ancestry, sexual orientation, genetic information, physical or mental disability (including learning disabilities, intellectual disabilities, and past or present history of mental illness), veteran’s status, prior conviction of a crime, workplace hazards to the reproductive system, gender identity or expression, or membership in any other protected classes as set forth in state or federal law.</p> <p>To that end, this Policy Against Discrimination, Harassment and Related Interpersonal Violence, Including Sexual and Gender-Based Harassment, Sexual Assault, Sexual Exploitation, Intimate Partner Violence, Stalking, Complicity, Retaliation and Inappropriate Amorous Relationships prohibits specific forms of behavior that violate state and federal laws, including but not limited to Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, the Violence Against Women Reauthorization Act of 2013 (VAWA), and related state and federal anti-discrimination laws. Such behavior may also require the University to fulfill certain reporting obligations under the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (the Clery Act), as amended by VAWA, and Connecticut state law regarding reporting suspected child abuse and neglect.</p> <p>Please refer to the Prohibition of Discrimination and Discriminatory Harassment, Including Sexual Harassment and Sexual Assault, Intimate Partner Violence, and Stalking guidelines and procedures set forth in this policy.</p>
F. REFERENCES :	None

Residents/Fellows Policies and Procedures Manual

G. RELATED POLICIES/ PROCEDURES :	People With Disabilities: Policy Statement Protection of Minors and Reporting of Child Abuse and Neglect Policy Non-Retaliation Policy Affirmative Action and Equal Employment Opportunity, Policy Statement University of Connecticut Age Act Committee: Policy and Procedures Code of Conduct Guidelines Vendor Code of Conduct Guidelines Employment and Contracting for Service of Relatives Policy
H. SEARCH WORDS :	Harassment; sexual harassment; stalking; sexual assault; intimate partner violence; stalking; discrimination; code of conduct; disabilities; non retaliation
I. ENFORCEMENT:	Violations of this policy or associated procedures may result in appropriate disciplinary measures in accordance with University By-Laws, General Rules of Conduct for All University Employees, applicable collective bargaining agreements, the University of Connecticut Student Code, GME policies/procedures, or other applicable University Policies.
J. APPROVED BY :	<div style="display: flex; justify-content: space-between; align-items: flex-start;"> <div style="text-align: center;"> <p>1.  _____</p> <p>Associate Dean for Graduate Medical Education</p> </div> <div style="text-align: right;"> <p>4/5/19 Date</p> </div> </div> <div style="display: flex; justify-content: space-between; align-items: flex-start; margin-top: 20px;"> <div style="text-align: center;"> <p>2.  _____</p> <p>Assistant Dean for Graduate Medical Education</p> </div> <div style="text-align: right;"> <p>4/5/19 Date</p> </div> </div>
K. REVISION HISTORY :	2. Effective: <i>TBD</i>