


Equity Basics

Collected Rules and Regulations
600.010




Employment/Educational Opportunity & Nondiscrimination Policy

The University does not discriminate on the basis of:

▪ Race	▪ Gender Identity
▪ Color	▪ Gender Expression
▪ National Origin	▪ Age
▪ Ancestry	▪ Disability
▪ Sex	▪ Veteran Status
▪ Pregnancy	▪ Other status protected by applicable state or federal law
▪ Sexual Orientation	


As used in this policy, the word "sex" is also inclusive of the term "gender."



Discrimination

- Discrimination – Conduct that is based upon an individual's protected class that:
 - **Adversely affects** a term or condition of employment, education, living environment or participation in a University activity.

*Treating someone differently based on protected class or status
Often passive in nature, resulting in unfair or prejudicial treatment*



Discrimination

- A professor not excusing a pregnant student's absence from class despite the absence being medically necessary due to the student's pregnancy.
- An employee is not permitted to dress in religious attire as per the employee's religious beliefs because the employer believes it might send the wrong image to its customers.
- A job applicant is not given an interview because the applicant graduated from college in 1984.
- A student is denied enrollment in an educational offering as the program is open to only specific gender groups.



Harassment

- Harassment – Conduct that is based upon an individual's protected class that:
 - **Creates a hostile environment** by being sufficiently severe or pervasive and objectively offensive that it interferes with, limits, or denies the ability to participate in or benefit from the University's educational programs, activities, or employment.
1. (Severe **OR** Pervasive) **AND**
 2. (Objectively Offensive) **AND**
 3. (Interferes With **OR** Limits **OR** Denies)



Harassment

- Jokes, pranks, or negative comments that are hostile or demeaning with regards to a protected category
- The use of racial slurs
- Repeated request for dates
- Giving sexually suggestive looks such as staring, winking, and licking of lips or touching oneself sexually in front of others
- Symbols that are offensive based on race or religion
- Obscene or offensive emails, phone calls, or text messaging including "sexting"



Jurisdiction

Authority for the University to act concerning prohibited conduct

- UM premises or at UM sponsored or supervised functions
- Action may be taken for conduct in other settings, including off-campus:
 - To protect physical safety of students, employees, and visitors or other members of the University community
 - If affects of the conduct interfere with or limit any person's ability to participate in or benefit from the University's educational programs, activities, or employment
 - If conduct is related to a faculty member's fitness or performance in the professional capacity of teacher or researcher
 - If conduct occurs when a faculty/staff member is serving in a role of a university employee





University of Missouri System
