

### Equity

Discrimination & Harassment

### Equity

"The University of Missouri does not discriminate on the basis of race, color, national origin, ancestry, religion, sex, pregnancy, sexual orientation, gender identity, gender expression, age, disability, protected veteran status, and any other status protected by applicable state or federal law.



## Equity – Discrimination & Harassment Discrimination or Harassment. Conduct that is based upon protected class that: 1. Adversely affects a ter#12830:329960n@@exaptha@fif@@(se)d@(a);i0()1f \*588. living environment or participation in a Universit@iscrimination or Harassr

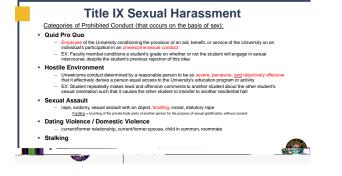
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	Title IX Sexual Harassment
	Categories of Prohibited Conduct (that occurs on the basis of sex):
•	Quid Pro Quo
	<ul> <li>Employee of the University conditioning the provision of an aid, benefit, or service of the University on an individual's participation in an unwelcome sexual conduct</li> </ul>
	<ul> <li>EX: Faculty member conditions a student's grade on whether or not the student will engage in sexual intercourse, despite the student's previous rejection of this idea</li> </ul>
•	Hostile Environment
	<ul> <li>Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity</li> </ul>
	<ul> <li>EX: Student repeatedly makes lewd and offensive comments to another student about the other student's sexual orientation such that it causes the other student to transfer to another residential hall</li> </ul>
٠	Sexual Assault
	<ul> <li>rape, sodorny, sexual assault with an object, fondling, incest, statutory rape</li> <li>Eonding = touching of the private body parts of another parson for the purpose of sexual gratification, without consent</li> </ul>
٠	Dating Violence / Domestic Violence
	<ul> <li>current/former relationship, current/former spouse, child in common, roommate</li> </ul>

- Course of conduct directed at a specific person that would cause a reasonable person to fear for safety or
 suffer substantial emotional distress

Stalking

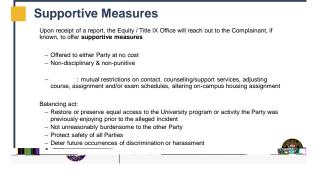


### Jurisdiction

Power / authority for the University to take action over prohibited conduct

- Coccurs in an education program or activity
   Locations, events, or circumstances over which
   University exercised substantial control over both
   Rey building on end or controlled by a student
   organization that is officially recognized by
   University





### **Process and Procedure**



### **Process and Procedure**

Which process?



## Available Process

Administrative Resolution Single or joint decision-maker Both Parties must elect to use this procee Decision-maker can meet with Parties Parties may provide questions for decisio the other Party



### **Dismissal & Summary Determination**

- Title LX

   Mandatory Dismissal:

   - Conduct alleged does not constitute sexual harassment, even if proved

   - Conduct alleged did not occur in University's diduction program or activity person in US

   Permissive Dismissal:

   - Complainant wants to withdraw Formal Complaint or any allegations

