

PROCEDURE LIT.2.01.04 HARASSMENT AND DISCRIMINATION

SCOPE: Students, Faculty, Staff, and Visitors

Lamar Institute of Technology (LIT) shall provide equal educational opportunities for all students and equal employment opportunities for all applicants and employees and otherwise foster an environment free of intimidation, humiliation, discrimination and harassment due to race, color, religion, sex (including and as it pertains to pregnancy and wages), national origin, disability, age, genetic information.

1. **Definition.** Harassment is defined as unwelcome conduct that is based on race, color, religion, sex (including pregnancy), national origin, older age (beginning at age 40), disability, or genetic information (including family medical history).
2. **Violation and Discipline:** No student, faculty or staff person may use authority granted by state law, by System rule, or by LIT policy to deprive any person of his or her civil rights on the LIT campus or in connection with an LIT sponsored activity.
 - 2.1. If a violation of this policy is committed on campus and/or in connection with an LIT sponsored event because of race, color, religion, sex, national origin, older age, disability, or genetic information of any person directly harmed by such violation, the violator's discriminatory purpose shall be treated as an aggravating factor for the purpose of determining the appropriate penalty.
 - 2.2. All complaints shall be considered informal until they are in writing. The investigation and resolution of complaints shall follow the same pattern as outlined in the policy on Sexual Misconduct.
 - 2.3. If discipline is imposed, the accused shall have his/her right to appeal procedure under LIT policy.
3. **Retaliation Prohibited.** LIT prohibits retaliation and discrimination against any person because that person:
 - 3.1. Opposed a discriminatory practice prohibited by this policy or state or federal law;
 - 3.2. Made or filed a charge of discrimination;
 - 3.3. Filed a complaint of discrimination; or
 - 3.4. Testified, assisted, or participated in an investigation, proceeding, or hearing under state or federal EEO laws.
4. **Mandatory Anti-Discrimination Training.** Each new employee must participate in training on policies regarding discrimination and harassment no later than 30 days after their hire. Supplemental training is required every two years.
 - 4.1. Verification of training is required to be maintained in the employee's personnel file.

4.2. All supervisors must make sure part-time employees have access to this information.

Related Policies: LIT.2.01

Relevant Forms/Documents:

Relevant TSUS Policies/Forms/Documents: TSUS Rules & Regulations Chapter 7. General Provisions for Campus Activities, Subsection 4 Health and Safety

Relevant Statutes: Title VII of the Civil Rights Act of 1964; Texas Labor Code Sec. 21.010
Employment Discrimination Training for State Employees

Relevant SACSOC Standards:

Document History:

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