

Board of Trustees of the Nebraska State Colleges

Student Affairs

POLICY
NAME: Unlawful Harassment

POLICY
NUMBER: 3021

A. PURPOSE

To communicate the Board of Trustee's commitment to providing an environment in which all students who participate in College programs and activities can work together in an atmosphere free from unlawful discrimination, including unlawful harassment.

B. DEFINITIONS

None

C. POLICY

1. **Prohibition of Discrimination**

- 1.1. The Board specifically prohibits unlawful discrimination and harassment based on any class protected by applicable federal, state, or local law. Board Policy 3020 concerns unlawful sex harassment.
- 1.2. Harassment based on a protected class may take many forms, including unwelcome verbal acts, name-calling, derogatory comments, slurs, coercion, intimidation and/or negative stereotyping; graphics and written statements, which may include use of cell phones or the Internet; or other physically threatening, harmful, or humiliating conduct. Harassment does not have to include an intent to harm, be directed at a specific target, or involve repeated incidents. (Conduct is unwelcome if the student did not request or invite it and regarded the conduct as undesirable or offensive. Acquiescence in the conduct or the failure to complain does not always mean that the conduct was welcome.)

2. **Nondiscrimination Efforts**

- 2.1. The Colleges will take appropriate action to prevent, correct, and discipline discriminatory behavior that is found to violate Board policies and principles of equal opportunity and access.
- 2.2. Each College has designated an individual to coordinate the College's nondiscrimination efforts to comply with regulations implementing Title II of the Americans with Disabilities Act, Titles VI and VII of the Civil Rights Act, Title IX of the Education Amendments of 1972, the Age Discrimination Act of 1975, and Section 504 of the Rehabilitation Act. Inquiries regarding nondiscrimination policies and practices may be directed to the Compliance Coordinators assigned at each College and identified on each College website.
- 2.3. Students who believe they or others have been subjected to unlawful discrimination should immediately report their concerns to any College President, Vice-President, Dean, Title IX Coordinator, staff member of Housing/Residence Life (including Directors, Managers, Assistant Directors, Senior Residence Hall Advisors, and Residence Hall Advisors), Coach, or any Campus Security Officer.
- 2.4. The Board of Trustees will follow the processes and procedures described in Board Policies 3020, 3100 and 3200 to investigate and address discriminatory behavior.

FORMS/APPENDICES:

None

SOURCE:

Policy Adopted: April 2014

Policy Revised: March 2017, April 2022, September 2022, February 2025