



POLICY STATEMENT

NO. 2.36.00

COORDINATED BY: Office of Academic Affairs

EFFECTIVE: February 10, 2021

PUBLISHED ONLINE AT:

<https://www.lsus.edu/offices-and-services/policies-and-manuals/policy-statements>

SUBJECT: NONDISCRIMINATION

I. PURPOSE

To provide an educational and working environment that offers equal opportunity to all members of the campus community. To provide information regarding the University's prevention/education efforts and response once it is made aware of any allegations of prohibited conduct in accordance with federal and state law and with the University's values.

II. POLICY

LSU Shreveport does not discriminate on the basis of race, creed, color, marital status, sexual orientation, gender identity, gender expression, religion, sex, national origin, age, mental or physical disability, or veteran's status in its programs and activities and provides equal access to its programs and activities. These procedures are guided by the Civil Rights Act of 1964, the Code of Student Conduct, Louisiana Board of Regents Statewide Uniform Policy on Sexual Misconduct, the LSU Title IX Policy Prohibiting Sexual Misconduct (PM-73), LSUS Policy Statement 2.19.02, LSUS Policy Statement 3.02.01, LSUS Policy Statement 3.03.01, and/or other relevant federal or state laws. Allegations of sexual misconduct will be considered under PM-73.

III. JURISDICTION

The University will take prompt and appropriate action to (a) thoroughly investigate complaints of discrimination described in this policy; and (b) prevent, correct, and if necessary, discipline individuals who engage in behavior that violates this policy in accordance with existing University policies.

This policy applies to visitors, applicants for admission to or employment with the University, students, and employees of the University who allege discrimination by University employees, students, or contractors.

Additionally, this policy applies to conduct that occurs on campus, at LSUS-sponsored activities, and/or when the student or employee is representing LSUS. LSUS has the discretion to extend jurisdiction over conduct that occurs off-campus when the conduct adversely and significantly affects the learning environment or LSUS community and would be a violation of this policy and/or any applicable campus policy or Code of Student Conduct.

IV. DEFINITIONS

Discrimination: Conduct directed at a specific individual or a group of identifiable individuals that subjects the individual or group to treatment that adversely affects their employment or education because of their race, creed, color, marital status, sexual orientation, gender identity, gender expression, religion, sex, national origin, age, mental or physical disability, or veteran's status.

Harassment: Verbal or physical conduct that is directed at an individual or group because of race, creed, color, marital status, sexual orientation, gender identity, gender expression, religion, sex, national origin, age, mental or physical disability, or veteran's status and which is sufficiently severe, pervasive, or objectively offensive to have the purpose or effect of interfering with an individual's or the group's academic or work performance, or of creating a hostile academic or work environment.

Verbal conduct: Is defined as oral, written, or symbolic expressions that:

- personally describe or is personally directed at a specific individual or group of identifiable individuals; and
- is not necessary to an argument for or against the substance of any political, religious, philosophical, ideological, or academic idea.

The University prohibits expression that violates the law, defames a specific individual, constitutes a genuine threat, violates the Code of Student Conduct, or unjustifiably invades substantial privacy or confidentiality interests.

Constitutionally protected expression cannot be considered harassment under this policy.

Retaliation: Retaliation occurs when an individual takes adverse action taken against an individual for engaging in protected activity.

V. RESPONSIBILITIES TO PREVENT AND REPORT DISCRIMINATION AND HARASSMENT

Employees or agents of the University who (a) supervise other employees, graduate or undergraduate students, contractors, or agents; (b) teach or advise students or groups; or (c) have management authority related to a University-sponsored program or activity are required to:

- engage in appropriate measures to prevent violations of this policy; and
- upon receiving a report or having a reasonable basis to suspect that potential discrimination, harassment, or retaliation has occurred or is occurring, promptly notify and provide all available information and documentation.

VI. REPORTING

Any student, employee, or visitor to the University who believes that they have been subjected to discrimination, harassment, or retaliation in violation of this policy should immediately report the matter as set forth below to obtain information about resolving concerns, including complaint-filing options and procedures, and to enable the University to take prompt action.

Reports alleging discrimination can be made to any employee or by completing the online [Student Complaint Form](#). Student reports of discrimination or reports alleging discrimination by a student will be directed to the Associate Vice Chancellor for Student Development. Reports alleging discrimination by faculty, staff, or other community members will be directed to the Office of Human Resource Management.

Anonymous complaints or complaints without disclosure of names, identifying parties, or requests for action can be submitted via the online [LSU Ethics, Integrity, and Misconduct Helpline](#) or by calling 855/561.4099. Such complaints will be addressed to the extent the limited information makes possible.

Because of the nature of discrimination and harassment, allegations often cannot be substantiated by direct evidence other than the complaining individual's own statement. Lack of corroborating evidence should not discourage individuals from seeking relief under this policy. No adverse action will be taken against an individual who makes a good faith report, even if an investigation fails to substantiate the allegation. However, individuals who make dishonest statements or make statements with willful disregard for the truth may be subject to disciplinary action in accordance with existing University policies.

VII. RESOLUTION PROCEDURES

LSUS strives to uphold the LSUS Commitment to Community and will actively engage members of the community in education, training, and interventions. Training and educational programming will be coordinated by the Assistant Provost for Diversity, Inclusion, and Community Engagement. Informal interventions are appropriate when the complaint is not of a serious or repetitive nature and when disciplinary action is not required. The Associate Vice Chancellor for Student Development and the Director for Human Resource Management determine whether the nature of the problem is such that it can be resolved by agreement on an informal basis, and if so, which office will do so. No formal investigation is involved and no finding is made.

Intervention methods may include, but are not limited to: coaching the person on how to directly address a situation which is causing a problem; mediating the dispute with the parties; aiding in the modification of a situation in which the offensive conduct occurred; assisting a department or division with the resolution of a real or perceived problem; or arranging a documented meeting with the alleged offender that involves a discussion of the requirements of the Nondiscrimination Policy.

The University will document any informal resolution. Such documentation will be retained by the Associate Vice Chancellor for Student Development or Office of Human Resource Management as appropriate and will be kept confidential to the extent permitted by law.

Formal Resolution

Complaints of a serious or repetitive nature or those based upon sexual discrimination, including sexual harassment, are appropriate for investigation under existing University policies and are guided by the Code of Student Conduct, the LSU Title IX Policy Prohibiting Sexual Misconduct (PM-73), LSUS Policy Statement 2.19.02, LSUS Policy Statement 3.02.01, and LSUS Policy Statement 3.03.01.

Complaints alleging discrimination by a student are forwarded to the Director of Student Advocacy and Accountability and Title IX Coordinator. Reports of sexual misconduct or any other policy violation as defined in PM-73 can also be submitted via the electronic reporting form located on the Title IX and Sexual Misconduct webpages. The Director of Student Advocacy and Accountability and Title IX Coordinator will work with the complainant according to procedures set forth in the Code of Student Conduct and/or the Title IX Policy Prohibiting Sexual Misconduct (PM-73), as appropriate.

Complaints alleging discrimination by University employees are forwarded to the Office of Human Resource Management. The Director of Human Resource Management will work with the complainant according to procedures set forth in LSUS Policy Statement 2.19.02, LSUS Policy Statement 3.02.01, and LSUS Policy Statement 3.03.01.

The University may not proceed with a complaint investigation under a variety of circumstances, for instance:

- A complaint fails to describe in sufficient detail the conduct that is the basis of the complaint;
- The conduct described in the complaint is not covered by this policy;
- The complaint has been withdrawn; or
- An appropriate resolution or remedy has already been achieved.

VIII. APPEAL PROCEDURE

Any individual found responsible and subjected to sanctions under this policy may grieve that action. As appropriate, appeals procedures outlined in the Code

of Student Conduct and/or Title IX Policy Prohibiting Sexual Misconduct, or LSUS Policy Statement 3.03.01 will apply.

Retaliation Prohibited

A student, faculty, or staff member who retaliates in any way against an individual who has brought a complaint pursuant to this policy or participated in good faith in an investigation of such a complaint is subject to disciplinary action.

Filing of False Complaints

Any person who knowingly and intentionally files a false complaint under this policy is subject to disciplinary action.

IX. DOCUMENTATION AND CONFIDENTIALITY

The University will maintain documents related to complaints under this policy as required by law.

The confidentiality of a complaint under this policy and all documents, correspondence, interviews, and discussions relating to the investigation of the information contained in a complaint will be maintained to the extent permitted by law or as necessary to facilitate legitimate University processes. Any person who knowingly and intentionally makes an unauthorized disclosure of confidential information contained in a complaint or otherwise relating to the investigation of a complaint under this policy is subject to disciplinary action.

AUTHORIZED BY:

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Paula Atkins

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Paula Atkins
Associate Vice Chancellor for Student Development

02/11/2021

Date Signed

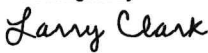
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Helen Clare Taylor
Vice Chancellor for Academic Affairs

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APPROVED BY:

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Lawrence Clark
Chancellor

02/12/2021

Date Signed