

## **AFFIRMATIVE ACTION POLICIES**

The following Affirmative Action Notices detail the University's policies on disabilities, sexual harassment, anti-harassment and nondiscrimination. All members of the Pitt-Greensburg community are urged to read the policies carefully and take them seriously.

### **Notice to All Students with Disabilities**

Under Section 504 of the Rehabilitation Act of 1973, any student who has a disability which may limit his or her participation in University programs or student activities is invited to inform the University of this condition on the Disability Self-Identification Form, which can be obtained from the campus representative listed below.

A student is not obligated to provide this information nor can a student be penalized for not responding to the Self-Identification Form. This information is requested on a voluntary basis and will be maintained by the Office of Disabled Student Services/Veterans Services for the following purposes, as needed:

1. Informing University faculty and staff of necessary accommodations which must be made to provide for a student's personal safety.
2. Informing health services of the student's needs in order to provide that individual with potential emergency care.
3. Enabling the Student Services Specialist/Disabled Student Services to inform students of any changes in University policy, practices, services or accessibility to programs and/or facilities which may be made as an accommodation to their disability.
4. Compiling information should it be requested, for government officials investigating University compliance with Section 504 of the Rehabilitation Act of 1973, the American with Disabilities Act (ADA) of 1990, or other applicable laws.

If you wish to identify yourself as a student with a disability, please contact Ms. Lou Ann Sears, Director, Learning Resources Center, ML 240, (724) 836-7098.

### **Sexual Harassment**

**Policy:** The University of Pittsburgh is committed to the maintenance of a community free from sexual harassment. Sexual harassment violates University policy as well as federal, state, and local laws. It is neither permitted nor condoned. The coverage of this policy extends to all faculty, researchers, staff, students, vendors, contractors, and visitors to the University.

It is also a violation of the University of Pittsburgh's policy against sexual harassment for any employee or student at the University of Pittsburgh to attempt in any way to retaliate against a person who makes a claim of sexual harassment, or provides information in an investigation of sexual harassment.

Any individual who, after a thorough investigation, is found to have violated the University's policy against sexual harassment will be subject to disciplinary action, including, but not limited to, reprimand, suspension (with or without pay), termination, or expulsion.

**Definition:** Sexual harassment may include unwelcome sexual advance, requests for sexual favors or other verbal or physical conduct of a sexual nature when: (1) Submission to such conduct is an explicit or implicit condition of employment or of participation in a University program or activity; (2) Submission to or rejection of such conduct is used as the basis for an employment or academic decision; or (3) Such conduct is severe or pervasive and objectively and subjectively has the effect of (a) Unreasonably

interfering with an individual's work or equal access to education; or (b) Creating an intimidating, hostile, or offensive work or academic environment; or such conduct, if repeated, is reasonably likely to meet the standard set forth in number 3 immediately above.

While sexual harassment most often takes place where there is a power differential between the persons involved, it also may occur between persons of the same status. Sexual harassment can occur on University premises or, under limited circumstances, off campus. It can occur between members of the same gender as well as between members of different genders.

**Assistance:** For further information or assistance regarding sexual harassment, please call any of the following resource staff: **Greensburg Campus** – Staff – Mary Anne Koleny (724) 836-9902; Faculty – Martha J. Koehler (724) 836-9993; or Students – R. Leigh Hoffman (724) 836-9954; **Pittsburgh Campus** – Office of Affirmative Action, Diversity & Inclusion; (412) 624-7860; Pam Connelly, Associate Vice Chancellor, Diversity and Inclusion (412) 624-4685; Sara A. McGee, University Student Judicial System (412) 648-7910; **Bradford Campus** – L. Greville (814) 362-5121; **Johnstown Campus** – Robert J. Yaskanich (814) 269-7119; or **Titusville Campus** – Christopher J. Coat (814) 827-4437. For counseling services, please call any of the following offices: **Greensburg Campus** - Greensburg Counseling Center (724) 836-9870; Blackburn Center (724) 837-9540; **Pittsburgh Campus** - University Counseling Center (412) 648-7930; Sexual Assault Services (412) 648-7856; or Faculty and Staff Assistance Program (412) 647-3327 or 1 (800) 647-3327.

### **Anti-Harassment Policy**

No University employee, University student, or individual on University property may intentionally harass or abuse a person (physically, verbally or electronically) when the conduct is severe or pervasive and objectively and subjectively has the effect of: (1) unreasonably interfering with such person's work or equal access to education, or (2) creating an intimidating, hostile, or offensive work or academic environment. Consistent with the University Nondiscrimination Policy and Sexual Harassment Policy, harassment on the basis of a legally protected classification, such as racial harassment or sexual harassment, is prohibited. This policy statement will be applied with due respect for the University's commitment to equality of opportunity, human dignity, diversity, and academic freedom, and, when constitutionally protected speech is implicated, only to the extent consistent with the First Amendment.

For more information, contact the Office of Affirmative Action, Diversity & Inclusion at 412-648-7860, or refer to the Nondiscrimination Policy (07-01-03) and the Sexual Harassment Policy (07-06-04).

It is also posted at [http://www.provost.pitt.edu/information-on/antiharassment\\_statement.html](http://www.provost.pitt.edu/information-on/antiharassment_statement.html)

### **Nondiscrimination Policy Statement**

The University of Pittsburgh, as an educational institution and as an employer, values equality of opportunity, human dignity, and racial/ethnic and cultural diversity. Accordingly, as fully explained in Policy 07-01-03, the University prohibits and will not engage in discrimination or harassment on the basis of race, color, religion, national origin, ancestry, sex, age, marital status, familial status, sexual orientation, gender identity and expression, genetic information, disability, or status as a veteran. The University also prohibits and will not engage in retaliation against any person who makes a claim of discrimination or harassment or who provides information in such an investigation. Further, the University will continue to take affirmative steps to support and advance these values consistent with the University's mission. This policy applies to admissions, employment, access to and treatment in University programs and activities. This is a commitment made by the University and is in accordance with federal, state, and/or local laws and regulations.

For information on University Equal Opportunity and Affirmative Action programs, please contact:  
University of Pittsburgh, Office of Affirmative Action, Diversity and Inclusion, 500 Craig Hall, 200 S. Craig  
Street, Pittsburgh, PA 15260 (412) 648-7860.

For complete details on the University's Nondiscrimination Policy, please refer to Policy 07-01-03. For  
information on how to file a complaint under this Policy, please refer to Procedure 07-01-03.