

require disclosure to the alleged harasser, who shall be warned against retaliation upon pain of disciplinary action.

Complaints alleging sexual harassment are governed by and investigated under the University's Sexual Misconduct Policy and Procedures.

## **RACIAL HARASSMENT POLICY**

### **Policy on Prohibition of Racial Harassment**

System universities shall provide equal educational opportunities for all students and equal employment opportunities for all applicants and employees, and otherwise foster an environment free of racial intimidation, humiliation, and harassment. Racial harassment, as defined herein, is expressly prohibited.

#### **1. Definition of Racial Harassment**

"Racial Harassment" is defined as extreme or outrageous acts or communications that are intended to harass, intimidate, or humiliate students, faculty, staff, or visitors on account of race, color, or national origin and that reasonably cause them to suffer severe emotional distress.

a. It is a violation of the Texas State University System's (TSUS) RULES AND REGULATIONS for any student, faculty, or staff employee to engage in racial harassment of any person on the campuses of the component universities or in connection with a university sponsored activity.

b. It is a violation of the RULES AND REGULATIONS for any student, faculty, or staff person to use authority granted by state law, by system rule, or by university policy to deprive any person of his or her civil rights on a component campus or in connection with a university sponsored activity.

c. If a violation of a TSUS's rule and/or of a university regulation or policy is committed on campus and/or in connection with a university sponsored activity because of the race, color, or national origin 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. Disciplinary Rules**

Students, faculty, and staff employee offenders are subject to disciplinary action as appropriate under the circumstances for violation of this policy.

Procedures for Redressing Racial Harassment Complaints of Students, Faculty, Staff, or Visitors shall be in accordance with published procedures established by the component universities. All complaints shall be considered informal until they are filed in writing.

Once a disciplinary penalty is imposed, the accused, whether a student or a faculty or staff employee, shall have his/her full right to invoke applicable appeal procedures according to existing university policies.

## **TITLE IX**

"No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."

Title IX of the Education Amendments of 1972 is a federal law that prohibits sex discrimination in education.