



## Policy 01:120 – Bias-Related Acts of Violence, Intimidation, Harassment and/or Discrimination

The University of Montevallo encourages a campus environment that promotes diversity in cultures and values, the concept of pluralism and the uniqueness of each person on the campus as well as in the State, nation, and world. Therefore, in keeping with governing statutes and regulations, and as a matter of University policy, bias-related acts of violence, intimidation, harassment, and/or discrimination based on race, religion, color, gender, sexual orientation, gender identity, gender expression, age, genetic information, disability, national origin, or veteran status against individuals or groups of individuals is not tolerated on campus. In addition, and in accordance with the requirement of the Fair Housing Act, the University of Montevallo prohibits discrimination in housing. The express enumeration of protected categories shall not be construed to permit or condone violence, intimidation, invidious discrimination, or like misconduct against any member of the University community, or any other person not belonging to a category expressly identified herein. If and to the extent bias-related actions are not included within the scope of this policy, such actions shall be subject to appropriate sanctions as a matter of general University policy.

The University shall not take any discriminatory action against a person, group or organization based wholly or partially on that person, group or organization's perceived or actual religious beliefs about marriage, gender and/or sexuality.

Each student, faculty, and staff member should report violations immediately. Students should contact the Dean of Students, faculty members should contact their chair or dean, and staff members should contact the University's Equal Opportunity Officer.

*Approved 2/93*

*Last Revised 8/16*