



RECEIPT OF ANTI-DISCRIMINATION AND HARASSMENT POLICY

Colorado State University Pueblo prohibits its employees from discriminating against or harassing any individual on the basis of the individual's race, age, creed, color, religion, national origin or ancestry, sex, gender, disability, veteran status, genetic information, sexual orientation, gender identity or expression, pregnancy, or because an individual has inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant or any other characteristic protected by applicable federal, state or local laws.

Sexual Harassment Prohibited

CSU Pueblo prohibits sexual harassment. Sexual harassment is defined as follows: Sexual Harassment is any unwelcome sexual advance, request for sexual favors, or other conduct of a sexual nature when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, education or participation in a university activity;
2. Submission to or rejection of such conduct by an individual is used as the basis for, or a factor in, decisions affecting that individual's employment, education or participation in a university activity; or
3. Such conduct is sufficiently severe or pervasive to unreasonably interfere with an individual's employment or education or create an intimidating, hostile or offensive environment for that person's employment, education or participation in a university activity.

Depending upon the facts, examples of sexual harassment could include, but are not limited to: unwelcome sexual advances; repeated and unwelcome sexually-oriented bullying, teasing, joking, or flirting; verbal abuse of a sexual nature; commentary about an individual's body, sexual prowess, or sexual deficiencies; leering, touching, pinching, or brushing against another's body; or displaying objects or pictures, including electronic images, which are sexual in nature and which create a hostile or offensive work, education, or living environment.

The fact that a consensual relationship exists, in and of itself, is not a defense to a charge of sexual harassment. Conduct may occur within a consensual relationship or following termination of a consensual relationship that is unwelcome and meets the definition of sexual harassment under this policy or as defined by the University's Title IX, Sexual Harassment and Gender Discrimination policy. *

If you feel that you have been subjected to, have observed, or have learned of conduct which violates this policy, you must immediately report the matter to the Title IX Coordinator/Director of Compliance. Every report will be investigated and corrective action will be taken where appropriate. Violation of this policy will result in disciplinary action, up to and including termination. All reports will be kept confidential to the extent possible, but confidentiality cannot be guaranteed. In addition, CSU Pueblo prohibits any form of retaliation against employees who submit reports or who cooperate in the investigations of such reports in accordance with this policy. You must report retaliation in the same manner as possible sexual harassment under this policy. All employees must cooperate with all investigations.



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By signing below you are agreeing that you have read the above policies and agree to adhere to them.

Employee's Printed Name: _____ Position: _____

Employee's Signature: _____ Date: _____

The signed original copy of this receipt should be given to Human Resources and Student Financial Services where it will be kept on file.

*Full Text of the Policy on Discrimination, Protected Class Harassment and Retaliation and the Policy on Title IX, Sexual Harassment and Gender Discrimination may be found at the University Policy Library.