

# The University of Wisconsin System

## UPS OPERATIONAL POLICY: EEO 5



**SUBJECT:** Discrimination, Harassment, and Retaliation

---

**Original Issuance Date:** July 1, 2015

**Last Revision Date:**

### 1. POLICY PURPOSE:

The purpose of this policy is to reference the Board of Regents policy on discrimination, harassment, and retaliation.

### 2. POLICY BACKGROUND:

On October 7, 1988, the Board of Regents adopted a policy on discrimination, harassment, and retaliation. That policy, now [Regent Policy Document 14-6, Discrimination, Harassment, and Retaliation \(RPD 14-6\)](#) expresses the Board of Regents' commitment to providing an educational, program, activity, and workplace environment free of discrimination, harassment, and retaliation.

### 3. POLICY DEFINITIONS:

Please see UPS Operational Policy [GEN 0: General Terms and Definitions](#) for a list of general terms and definitions.

### 4. POLICY:

In [RPD 14-6](#) the Board expresses its commitment to providing UW System employees with a workplace free of discrimination, harassment, and retaliation. The policy provides:

It is the policy of the Board of Regents of the University of Wisconsin System to maintain an academic and work environment free of discrimination, discriminatory harassment, or retaliation for all students and employees. Discrimination is inconsistent with the efforts of the University of Wisconsin System to foster an environment of respect for the dignity and worth of all members of the university community and to eliminate all manifestations of discrimination within the university. The Board is also committed to the protection of individual rights under the First Amendment (and related principles of academic freedom) and in preserving the widest possible dialogue within its educational environment.

Discrimination or discriminatory harassment that is based upon an individual's characteristics which are protected under institution policy, state law or federal law ("protected status") is prohibited. Harassment is a form of discrimination and is

prohibited. In addition, any form of retaliation against students or employees will not be tolerated. Any person who believes they have been subject to this type of prohibited activity should immediately report it to the appropriate institution official or office.

**5. RELATED DOCUMENTS:**

[Regent Policy Document 14-6, Discrimination, Harassment, and Retaliation](#)  
[Regent Policy Document 14-2, Sexual Violence and Sexual Harassment](#)  
[Regent Policy Document 14-10, Nondiscrimination on the Basis of Disability](#)

**6. POLICY HISTORY:**