

Morgan State University Nondiscrimination Policy

It is the policy of Morgan State University that all employees and students should be able to enjoy and work in an educational environment free from discrimination. Discrimination against any person or group of persons on the basis of race, color, national origin, religion, sex, sexual orientation, age, marital status or disability is prohibited by this Policy. Any employee, student, student organization, or person privileged to work or study at Morgan State University who violates this policy will be subject to disciplinary action up to and including permanent exclusion from the University.

Discrimination includes conduct (oral, written, graphic, or physical) directed against any person or group of persons because of race, color, national origin, religion, sex, sexual orientation, age, marital status or disability and that has the purpose or reasonably foreseeable effect of creating an offensive, demeaning, intimidating, or hostile environment for that person or group of persons.

The scholarly, educational, or artistic content of any written, oral, or other presentation or inquiry shall not be limited by this Policy. It is the intent of this paragraph that academic freedom be allowed to all members of the academic community. Accordingly, this provision shall be liberally construed but shall not be used as a pretextual basis for violation of this Policy.

Persons who feel they are victims of discrimination or who observe incidents of discrimination should immediately make a detailed written record of incidents, dates, and times at which they occurred, and of the names of perpetrators and witnesses, if known.

The incident should be reported to the Office of Diversity and Equal Opportunity (EEO) or the Office of Human Resources. The EEO Officer or the Office of Human Resources will, after a prompt investigation, in accordance with accepted due process procedures, take measures appropriate to the nature of the incident. These measures will be designed to accomplish the following:

1. Determine whether discrimination has occurred;
2. Prevent further acts of discrimination;
3. Restore to victim any losses suffered as a result of the discriminatory conduct;
4. Remove any material that violates this policy and/or repair any resulting damages;
and
5. Prevent acts of retaliation against persons bringing the complaint.

If it is determined that discrimination has occurred, sanctions will be devised in accordance with the seriousness of the behavior. Sanctions may range from admonishment to, in extreme cases, dismissal.

The President shall establish rules and procedures that govern the investigation and adjudication of complaints filed under this policy.