

**DIVISION OF STUDENT AFFAIRS**  
**Office of Student Development**



## **POLICIES AND PROCEDURES - HARASSMENT POLICY**

**Office of Student Development : Policies and Procedures : Harassment Policy**

### Harassment Policy

Marquette University, as a Catholic, Jesuit institution, insists that all human beings possess an inherent dignity and equality because they are made in the image and likeness of God. The university entirely and consistently disowns, as a matter of principle, any unlawful or wrongful discrimination against the rights of others.

As the university is committed to maintaining an environment in which the dignity and worth of each member of its community is respected, it will not tolerate harassment of or by students, faculty, staff and guests or visitors. Such behavior of identified individuals or groups will be subject to appropriate action, including, but not limited to, education, probation, suspension or expulsion from the institution or the campus and/or civil or criminal action in some instances.

Harassment is defined as verbal, written or physical conduct directed at a person or a group based on color, race, national origin, ethnicity, religion, disability, veteran status, age, gender or sexual orientation where the offensive behavior is intimidating, hostile or demeaning or could or does result in mental, emotional or physical discomfort, embarrassment, ridicule or harm. Harassing conduct can be either a single incident or a persistent pattern of behavior.

Harassment includes not only offensive behavior that interferes with a person's or group's well-being or development, but also such behaviors that interfere with one's employment, educational status, performance, or that create a hostile working, academic or social environment. In this regard, sexual violence is deemed to be a form of sexual harassment. The complete Sexual Misconduct Policy, including sexual harassment, can be found [here](#).

It is a violation for a university person — student, faculty, staff, guest or visitor or anyone else acting at the instigation of a university person — to:

1. Engage in any form of harassment whether intentional or unintentional on the campus or in the off-campus area.
2. Retaliate against a person who has initiated an inquiry or complaint having to do with harassment.

### Procedures

Information about harassment is available from the following offices: Student Development, Residence Life, Student Affairs, Campus Ministry, Counseling Center, Recreational Sports, Student Health Service, International Education and Public Safety. The Office of Human Resources may be contacted for counseling and assistance relating to affirmative action issues. Anyone with a question or concern about harassment is encouraged to contact one of the

### Policies and Procedures

- [Student Conduct Code](#)
- [Conduct Questions and Answers](#)
- [Student Organization Handbook](#)
- [Policies Related to Greek Life](#)
- [At Marquette Policies and Procedures](#)
- [Office of Student Development Forms & Resources](#)

All policies on this website are current as of 02/24/2015 and supersede any previous iterations of the policies.

above offices for counsel and assistance.

Harassment complaints about a student should be filed with the Office of Student Development or Public Safety. Harassment complaints about an employee (including a student employee) should be filed with the employee's immediate supervisor. If the complaint is with the immediate supervisor, the employee should contact the supervisor's immediate superior. A complaint about a guest or visitor should be called to the attention of the host or the supervisor of the area or event where the concern has arisen.

The right of confidentiality for any party involved in a harassment incident, including the complainant and the charged, will be respected insofar as it does not interfere with the university's obligation to investigate allegations of misconduct and to take corrective action where appropriate.

Any student or employee may also contact the affirmative action officer for counseling and assistance.

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### **Hunger Clean-Up**

Celebrating 25 years in 2014, Hunger Clean-Up has grown to be Marquette's largest day of service- bringing together approximately 1,500 individuals to volunteer with over 50 agencies each April. Learn more.