

Johnson & Wales University
Prohibited Discrimination and Harassment (including Sexual Harassment) Policy October 2023

NOTICE OF NONDISCRIMINATION

Johnson & Wales University does not discriminate on the basis of age, disability, gender identity or expression,
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placed on walls, bulletin boards, or elsewhere. $\text{aTj } 0.473501 \text{ Tc } -0.001 \text{ Tw } 0.228 \text{ Td (on)Tj ju}$

- offers of money or other consideration, including an employment-related or education-related reward, for sexual activity;
- repeated requests for dates despite being asked to stop;
- suggestive sexual remarks or innuendos;
- improper or unwelcome inquiries about someone's sexual or personal life, or sharing information about one's own sexual or personal life;
- overt or subtle pressure for sexual activity or direct or implied propositions of a sexual nature;
- sexual assault and relationship violence prohibited by the university's Sexual Assault and Relationship Violence Policy, the [Title IX Policy and Procedure](#), [Policy Governing Reporting of Misconduct and Whistleblowing](#) and the [Student Code of Conduct](#);
- the use or display of pornographic or sexual materials without reasonable educational justification. In the educational setting, judgment must be used in determining the appropriate content when the presentation of academic material is required; or
- epithets, slurs, quips, or negative stereotyping that relate to sex and/or gender.

WHAT SHOULD I DO IF I AM A VICTIM OF OR LEARN ABOUT POSSIBLE DISCRIMINATION OR HARASSMENT?

If you think you are a victim of or learn about possible discrimination or harassment, you should report it. The university encourages individuals to come forward with concerns, regardless of whether the individual is personally involved in the matter, and offers various methods to report.

There is no obligation to address the matter directly with the potential offender. Occasionally, people are able to resolve a potentially harassing situation by speaking with the offending party directly about the conduct at issue. Informal discussions will sometimes resolve the problem; however, that may not always be appropriate. If you do not feel comfortable discussing it directly with the offending party or if the conduct at issue continues, you should notify the [nondiscrimination coordinator](#), Human Resources, or Campus Safety & Security as set forth under [Filing A Complaint \(www.jwu.edu/compliance\)](#). Managers and supervisors are required to report any complaint they receive, or any discrimination, harassment, or retaliation they observe or of which they become aware, to the [nondiscrimination coordinator](#).

Discrimination and harassment, including sexual harassment, constitute misconduct; the university will sanction those engaging in such misconduct, as well as managers and supervisors who fail to report suspected discrimination, harassment, or retaliation or who knowingly allow such misconduct to continue without taking appropriate remedial steps.

Reports may also be made confidentially and anonymously by filling out a confidential report via the [Equity & Compliance Services](#) webpage (www.jwu.edu/compliance); or by calling the Reporting Hotline and leaving a message by dialing 833-JWU-LINE (1-833-598-5463).

For a list of state and federal government enforcement agencies, please see [Enforcement Agencies](#)

FILING A COMPLAINT

Any employees, students, or applicants for employment or admission who are aware or believe they witnessed

or have been subjected to any form of unlawful discrimination or harassment, including sexual harassment, sexual
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also the university's Title IX coordinator and Section 504 coordinator)

In the event of a conflict of interest or other circumstances where reporting to the university nondiscrimination coordinator would not be appropriate, reports of discrimination or harassment may be made to any campus president.

Who coordinates the university's compliance with Title IX, Section 504, and other discrimination laws?

The nondiscrimination coordinator has been designated to carry out the university's responsibilities under all federal and state discrimination laws, including, but not limited to, the Age Discrimination Act of 1975, Americans with Disabilities Act of 1990, the Rehabilitation Act of 1973, Title VII of the Civil Rights Act of 1964, and Title IX of the Education Amendments of 1972 (all as amended). [Refer to the JWU Equity & Compliance Services webpage](#) for more information (www.jwu.edu/compliance)

What should I do if I have a complaint about gender equity in athletics?

If you have a complaint about gender equity in university athletics programs, you should contact the university's [nondiscrimination coordinator](#) (who is also the university's Title IX coordinator and Section 504 coordinator). [Refer to the JWU Equity & Compliance Services webpage](#) for more information about the [nondiscrimination coordinator](#) (www.jwu.edu/compliance)

Sexual Assault and Relationship Violence

All employees, including managers and supervisors, are required to cooperate with any internal investigation of sexual harassment.

RETALIATION - University's Prohibition of Retaliation

Johnson & Wales University prohibits retaliation, including coercion, discrimination, intimidation, or threats,

Phone: 800-669-4000

Rhode Island State Commission on Human Rights
180 Westminster St., Third Floor, Providence, RI 02908
Phone: 401-222-2661

Massachusetts
Equal Employment Opportunity Commission
John F. Kennedy Federal Building, 475 Government Center, Boston, MA 02203
Phone: 800-669-4000

Massachusetts Commission Against Discrimination
One Ashburton Place, Sixth Floor, Room 601, Boston, MA 02108
Phone: 617-994-6000

North Carolina
Equal Employment Opportunity Commission
129 West Trade St., Suite 400, Charlotte, NC 28202
Phone: 800-669-4000

N.C. Human Relations Commission
1711 New Hope Church Road (mailing address and physical address)
Raleigh NC, 27609 1
Phone: 984-236-1850

LOCAL POLICE DEPARTMENT

If the harassment involves unwanted physical touching, coerced physical confinement, coerced sex acts, the conduct may constitute a crime. Contact the local police department.