

# Non-Harassment Policy

It is the University's policy that all employees and students should be able to enjoy and work in an educational environment free from harassment of any nature. Harassment on any basis prohibited by law, including but not limited to, sex, race, color, religion, age, disability, veteran status, national or ethnic origin, sexual orientation, or gender identity or expression, violates this policy. "Harassment" is defined as unwelcome conduct on any such basis prohibited by law, and that is severe or pervasive enough to create an educational or employment environment that a reasonable person would consider intimidating, hostile, or abusive. Harassment includes any such conduct that denigrates or shows hostility or aversion toward an individual or group of individuals, and that has the purpose or effect of creating an intimidating, hostile or offensive employment or educational environment.

Any questions regarding this policy should be directed to the Dean of Students Office or the Affirmative Action Officer, Department of Human Resources.

The full text of the policy can be found at: <https://villanova.policytech.com/docview/?docid=1544&public=true>.

Retaliation against someone for bringing a concern forward or cooperating in the investigation of a complaint under this policy is a violation of this policy.