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**POLICY AGAINST DISCRIMINATION, HARASSMENT, AND DISCRIMINATORY EMPLOYMENT/SERVICE PRACTICES**

### **POLICY**

# **Policy Against Discrimination, Harassment, and Discriminatory Employment/Service Practices**

**LAST**

**REVISED**

**ON 08/** [Print](#) [Download PDF\(<https://www.rochester.edu/policies/policy/discrimination-harassment/?pdf=1>\)](#) [Email\(\[mailto:?subject=Policy Against Discrimination\]\(mailto:?subject=Policy%20Against%20Discrimination\)\)](#)

**16/2023**

**Report an issue to the Office of Engagement and Enrichment at [uofr.us/padh-report \(https://uofr.us/padh-report\)](https://uofr.us/padh-report).**

**The Policy Against Discrimination and Harassment (PADH) applies to:** Faculty; staff; residents; fellows; postdoctoral appointees; student employees; students <sup>(1)</sup> interns (paid or unpaid); volunteers; and to all visitors (including patients, contractors, and vendors) to any University campus, facility and/or property, and to University sponsored activities and events, whether on University premises or not.

The University is governed by multiple state and federal laws that prohibit discrimination and harassment based on various protected classes and this policy is intended to comply with all of them. These laws may require that certain complaints filed under this policy be addressed under another University policy (for example, the University's Title IX policy). The University's Office of Engagement and Enrichment will assess all complaints made under this policy and determine the most appropriate process for addressing the individual's concerns.

*(1) This Policy is not intended to be used for complaints against students. For complaints against students, the **Standards of Student Conduct** (<https://www.rochester.edu/college/cscm/conduct.html>) apply, and the related process*

## ABOUT THIS POLICY

### Policy Applies To

Faculty, Independent Contractors, Residents and Fellows, Staff, Student Employees, Students, Visitors

### Policy Number

106

### Issuing Authority

University of Rochester

### Responsible Officer

Julia Green

### Contact Information

[julia.green@rochester.edu](mailto:julia.green@rochester.edu)  
(mailto:  
[julia.green@rochester.edu](mailto:julia.green@rochester.edu))

## ADDITIONAL RESOURCES

### **PADH Report Form**

**([https://rochester-gme-advocate.symplicity.com/public\\_report/index.php/pid818927?rep\\_type=1002](https://rochester-gme-advocate.symplicity.com/public_report/index.php/pid818927?rep_type=1002))**

### **Title IX Policy**

**(<https://www.rochester.edu/policies/policy/title-ix/>)**

**Standards of Student Conduct**

<https://www.rochester.edu>



**See maps and directions**  
**Rochester, NY 14627**



**[Accessibility \(https://www.rochester.edu/accessibility.html\)](https://www.rochester.edu/accessibility.html)**

**[Nondiscrimination \(https://www.rochester.edu/oeenondiscrimination/\)](https://www.rochester.edu/oeenondiscrimination/)**

**[Feedback \(https://www.rochester.edu/communications/work/digital-strategy/feedback/\)](https://www.rochester.edu/communications/work/digital-strategy/feedback/)**

**[Privacy \(https://www.rochester.edu/privacy/\)](https://www.rochester.edu/privacy/)**

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