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Explore by Topic(https://www.rochester.edu/policies/policy-archive/)

About / Contact(https://www.rochester.edu/policies/about/)

HOME (HTTPS://WWW.ROCHESTER.EDU/POLICIES/)

POLICIES (HTTPS://WWW.ROCHESTER.EDU/POLICIES/ALL/)

CONDUCT & COMMUNITY STANDARDS (HTTPS://WWW.ROCHESTER.EDU/POLICIES/

ALL/?FILTER%5BPOLICY-AREA%5D=1416)

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

POLICY

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

LAST

REVISED

16/2023

Report an issue to the Office of Engagement and Enrichment at 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 ⁽¹⁾ 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:

<u>julia.green@rochester.edu</u>)

ADDITIONAL RESOURCES

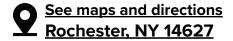
PADH Report Form

(https://rochester-gmeadvocate.symplicity.com/
public report/index.php/
pid818927?rep type=1002

<u>Title IX Policy</u>
(https://www.rochester.ed
u/policies/policy/title-ix/)

Standards of Student
Conduct

(https://www.rochester.edu)



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Accessibility (https://www.rochester.edu/accessibility.html)

Nondiscrimination (https://www.rochester.edu/oee/nondiscrimination/)

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

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Emergency Information (https://www.rochester.edu/emergency/)

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