

## WHAT IF YOU ARE RACIALLY HARASSED?

It is your right to pursue an education or to perform a job in an environment free from racial harassment. If you feel that you have experienced or witnessed this type of interference, seek assistance within the University promptly. Many offices are established to provide assistance in dealing with these violations. Penalties for harassers range from reprimand to probation to termination of the harasser's association with the University.

### Other suggestions include:

- Talk to someone you trust about the problem. You need not feel as if you have provoked this action or that you must face the situation alone.
- Keep a written record of dates, times, places, witnesses, discussions and specific actions for each occurrence. Subtle harassment is better defined in this manner, as opposed to a blatant act.
- Make it clear to the harasser that the behavior is offensive and will not be tolerated.
- Do not delay informing others of such inappropriate behavior.

**RACIAL HARASSMENT IS A VIOLATION OF THE CIVIL RIGHTS ACT OF 1964 AND UNIVERSITY OF KENTUCKY POLICY.**

## HELP IS AVAILABLE

As an educational institution, the University of Kentucky has a duty to provide a nondiscriminatory environment that is conducive to learning. If you feel you have been harassed or discriminated against, there are several places on campus you can go for information, clarification or assistance.

- Seek help from your dean, department chair, director, faculty, residence hall adviser or Greek adviser.
- The staff in the Office of Multicultural & Academic Affairs is available to assist you. Feel free to contact one of the following: Associate Provost for Multicultural and Academic Affairs; Director of Multicultural and Academic Affairs, Medical Center.

- You may also seek help from managers, supervisors or other administrative offices on campus such as Human Resources, Counseling Center, International Student Affairs, Dean of Students, or Martin Luther King, Jr. Cultural Center.

Each dean, director, department chair, and administrative or supervisory head of an operational unit is responsible for the dissemination and implementation of University policy.

Representatives from one of the offices listed below are available to advise administrators or handle both formal and informal complaints.

Title	Location	Telephone
Office of Institutional Equity and Equal Opportunity	13 Main Building	257-8927
Academic Ombud	109 Bradley Hall	257-3737
Dean of Students	513 Patterson Office Tower	257-3754
Multicultural & Academic Affairs	563 Patterson Office Tower	257-1991
Multicultural & Academic Affairs, Medical Center	A307 Kentucky Clinic	257-5196

**“We must provide a model for the Commonwealth of a truly diverse society that celebrates human differences, promotes fairness and equity in policies and practices, and upholds basic principles of social justice.”**

– UK Strategic Plan

Distributed by:

**Office of Institutional Equity and Equal Opportunity**  
University of Kentucky  
13 Main Building  
Lexington, KY 40506-0032  
(859) 257-8927  
[www.uky.edu/EVPFA/EEO](http://www.uky.edu/EVPFA/EEO)

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# racial HARASSMENT IS PROHIBITED AND ILLEGAL

A GUIDE FOR FACULTY, STAFF & STUDENTS

**UK**

UNIVERSITY OF KENTUCKY

JULY 2006



UNIVERSITY OF KENTUCKY

To: Members of the University Community

The University of Kentucky values the contribution of all students, faculty, staff and visitors in our community of learning. Racial harassment, a form of race discrimination, denies students the right to an education and restricts employees from carrying out the University mission.

This brochure speaks to the University policy and procedures for handling allegations of racial harassment. Specifically, it defines and describes harassing conduct on the basis of race, color or national origin; describes conduct that manifests itself in different ways; and more importantly, offers information on ways to seek help within the University.

Racial harassment is a violation of the Civil Rights Act of 1964, state law, and University policy. Violators will be held accountable for their offenses and dealt with in a timely and consistent manner.

The real message in this brochure is one of respect for human dignity and value. Your assistance is necessary to foster the environment our community must provide for everyone.

Sincerely,

Lee T. Todd, Jr.  
President

## RACIAL HARASSMENT, UNIVERSITY OF KENTUCKY

### DEFINITION

No individual or identifiable group of persons shall on the basis of race, color or national origin be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination in the context of employment or participation in a university course, program, service or activity. Racial harassment is a form of race discrimination that includes:

- Different treatment without a legitimate, nondiscriminatory reason which interferes with or limits the ability to participate in or benefit from privileges provided by the University.
- Creation of an intimidating, hostile or offensive environment that is so severe, pervasive or persistent that it interferes with or limits the ability to participate in or benefit from privileges provided by the University.

### CONDUCT

The University of Kentucky is committed to creating and maintaining a community in which students, faculty, staff and guests work together in an atmosphere free of all forms of harassment, exploitation or intimidation.

Racial harassment is usually more than an isolated incident of racial hostility or casual racial comment. However, in some cases a racially hostile environment may result from a single incident that is sufficiently severe. In determining whether alleged conduct constitutes racial harassment, the record as a whole will be considered, as well as the totality of the circumstances. This means that the nature of the alleged conduct and the context in which the alleged conduct occurred will be examined and evaluated to determine whether the totality of circumstances of the harassment created a racially hostile and/or offensive campus environment.

Racial harassment is a form of discrimination on the basis of race, color or national origin and may include, but is not limited to, many different types of action such as:

- **Verbal Harassment** - name calling, verbal abuse, epithets, derogatory comments, threats, slurs, unwelcome remarks, or innuendoes in attributing an individual's personal conduct, habit or lifestyle to his/her racial or ethnic affiliation, or taunting about a person's race, color or national origin. Also, racist or derogatory or offensive posters, pictures or other materials, cartoons, drawings, graffiti, such as degrading or insulting words, messages or slogans, written, drawn or displayed on University property.
- **Physical Harassment** - assault, impeding or blocking movement, any physical interference with normal work or academic participation, the production or distribution of hate literature, vandalism, intimidation, or being excluded because of one's race or ethnic background.

### PROHIBITED ACTS

Every member of the University community is prohibited from:

- engaging in racial harassment;
- retaliating against a complainant or any individual who participates in an investigation; and
- making intentionally false accusations.

### COUNSELING

The effects of racial harassment differ greatly from one individual to the next. The University of Kentucky Counseling Center provides support to students who have experienced the effects of racial harassment, and the Employee Assistance Program (REFER Program) is available to all University faculty and staff.