

ADDENDUM TO HARASSMENT AND DISCRIMINATION POLICIES

This is an addendum to the [University's Harassment and Discrimination Policy](#). Other relevant policies of the University include the [Equal Opportunity and Nondiscrimination Policy](#), the University's Statement of Inclusion and the [Title IX Sexual Harassment Policy](#) (together, the "University's Harassment and Discrimination Related Policies").

Summary and Definitions

As set out in the University's Harassment and Discrimination Related Policies and consistent with applicable laws, the University prohibits unlawful discrimination and unlawful harassment on the basis of race, color, national or ethnic origin, sex, gender, disability, age, religion, sexual orientation, social or economic class, marital status, or any other basis protected by and consistent with federal, state, and/or other applicable laws. These are referred to as "legally protected classes."

Under the University's Harassment and Discrimination Policies, "unlawful discrimination" and "unlawful harassment" include the following types of prohibited conduct: discrimination on the basis of legally protected class(es), harassment on the basis of legally protected class(es), adverse impact discrimination on the basis of legally protected class(es), sexual harassment, sexual assault, and failure to accommodate an employee or applicant's religious belief, observance or practice.²

Examples of unlawful discrimination and unlawful harassment are provided by the Oregon Bureau of Labor & Industries on its website at: [Information About Unlawful Discrimination](#) and [Information about Sexual Harassment](#).

The University prohibits unlawful discrimination and unlawful harassment on any physical or non-physical property of the University (such as electronic, internet, or social media site), at any University event, during or related to any travel on behalf of the University, and during or related to the conducting of any University business or activity regardless of location.

In interpreting and implementing the University's Harassment and Discrimination Related Policies, the University expressly reserves its rights and obligations to maintain its commitment to its Catholic identity and the doctrines of the Catholic Church.

² More information about what constitutes unlawful discrimination and unlawful harassment are at: Oregon Administrative Regulations (OAR) 839-005-0010 and 839-005-0030.

Reporting Procedure

Any employee who observes, experiences, or is aware of unlawful discrimination or unlawful harassment at the University should report that information immediately to the University designees described herein.

Specifically, an employee may make the report orally or in writing to the employee's immediate supervisor or to higher management (e.g., department head or chair, dean or associate dean, director, vice president or associate vice president, or provost or associate/assistant provost) if the employee prefers. As an alternative, an employee may report to the University's Office of Human Resources by contacting hr@up.edu or calling (503) 943-8484. Employees may report to any of the persons herein described (e.g. supervisor, management, or HR) and do not need to first report to their supervisor.

All University community members, including employees and managers, are encouraged to document as soon as possible any incidents of unlawful discrimination or unlawful harassment that they experience, observe, or that are reported to them. More information about University designees for reporting purposes, as well as responsibilities related to receipt of reports and reporting avenues for non-employees, is set out in the University's [Harassment and Discrimination Policy](#).

Sanctions

Any individual found to have engaged in conduct prohibited by the University's Harassment and Discrimination Related Policies may face appropriate disciplinary action and/or sanctions, up to and including termination of employment or potential dismissal or exclusion from the University.

The University may also subject employees in management or supervisory positions who fail to report unlawful discrimination or unlawful harassment – or fail to take prompt, appropriate corrective action – to appropriate disciplinary action, up to and including potential termination of employment or expulsion or exclusion from the University.

Retaliation Protections

The University prohibits retaliation against any UP community member (employee, student, religious community member, alumnus, vendor, visitor, or other individual) for raising a concern or making a complaint regarding conduct that violates or potentially violates the University's Harassment and Discrimination Related Policies. The University will not tolerate retaliation against any UP community member for raising a good faith concern or complaint, for providing information related to a concern or complaint, or for otherwise cooperating in a resolution or investigation of a reported violation of this policy.

Any employee who engages in retaliation may be subject to appropriate disciplinary action, up to and including potential termination of employment. A non-employee UP community member who engages in retaliation may be subject to appropriate action by the University,