



NORTHWESTERN  
UNIVERSITY

# What You Should Know About Discrimination, Harassment, And Sexual Harassment



# Fostering an Inclusive Environment

- **Fostering an Inclusive Environment**

Northwestern University is committed to providing our faculty, staff, and students with a working and learning environment that is safe, inclusive, and free from discrimination and harassment.

- **Why?**

For Northwestern University to ensure its tradition of academic excellence, it must continue to attract and retain the very best students, faculty, and staff – and the best individuals are as diverse as the world in which we live.



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# Policy on Discrimination & Harassment

Northwestern University does not discriminate or permit discrimination by any member of its community against any individual on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity, gender expression, parental status, marital status, age, disability, citizenship, or veteran status in matters of admissions, employment, housing, or services or in the educational programs or activities it operates. Harassment that is based on any of these characteristics is a form of discrimination.



# Policy on Sexual Harassment

It is the policy of Northwestern University that no member of the Northwestern community – students, faculty, administrators, or staff – may sexually harass any other member of the community.

Sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute harassment when: submission to the conduct is a condition of an individual's employment or education, submission to or rejection of the conduct is used as a basis for employment or academic decisions, or the conduct substantially interferes with an individual's professional or academic performance or creates what a reasonable person would perceive is an intimidating, hostile, or offensive employment, educational, or living environment.



# Retaliation

The University prohibits retaliation against anyone for registering a complaint pursuant to these policies, assisting another in making a complaint, or participating in an investigation under the policies.



# Investigations

All reports describing conduct that is inconsistent with these policies will be promptly and thoroughly investigated.



# Confidentiality

Complaints about violations of these policies will be handled discreetly, with facts made available only to those who need to know to investigate and resolve the matter.



# Where to Get Advice and Help

- ***Office of Equal Opportunity & Access***  
(discrimination & harassment complaints)  
Pamela Pirtle, Director  
(847) 491-7458  
[eeo@northwestern.edu](mailto:eeo@northwestern.edu)
- ***University Sexual Harassment Prevention Office***  
(sexual harassment complaints)  
Joan Slavin, Director  
(847) 491-3745  
[j-slavin@northwestern.edu](mailto:j-slavin@northwestern.edu)
- ***Discrimination and Harassment Prevention Advisers***  
[www.northwestern.edu/sexual-harassment/advisers](http://www.northwestern.edu/sexual-harassment/advisers)
- ***EthicsPoint***  
[www.northwestern.edu/ethics](http://www.northwestern.edu/ethics)



# Your Responsibilities

All members of the University community are responsible for creating a working, learning, and living environment free of discrimination and harassment. Notify one of the individuals listed under “Where to Get Advice and Help” if:

- You believe that you have been subjected to conduct that may violate these policies.
- You believe you have been retaliated against in violation of these policies.
- You hold a supervisory or managerial position and have been told about or witnessed conduct that you think may violate these policies.