

March 29, 2017

The **yellow bolded text** and **track changes** (below) represent the Handbook Committee's recommended additions to the Faculty Handbook.

Policies on Discrimination and Harassment – pp 16-17 Faculty Handbook

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, veteran status, or genetic information in matters of admissions, employment, housing, or services or in the educational programs or activities it operates. Harassment, whether verbal, physical or visual, ~~which~~ **that** is based on any of these characteristics is a form of discrimination. This includes harassing conduct affecting tangible job benefits, interfering unreasonably with an individual's academic or work performance, or creating what a reasonable person would perceive is an intimidating, hostile, or offensive environment. All members of the Northwestern community – faculty, staff, students, and contracted vendors – share a collective responsibility for creating a discrimination-free environment.

Northwestern University does not permit any form of harassment, whether or not linked to discrimination, by any member of its community against any individual or group. Abusive verbal, physical or visual conduct that has a level of intensity that interferes unreasonably with an individual's or group's academic or work performance or creates what a reasonable person would perceive is an intimidating, hostile, or offensive environment is prohibited harassment.

While Northwestern University is committed to the principles of free inquiry and free expression, discrimination and harassment identified in this policy are neither legally protected expression nor the proper exercise of academic freedom ([see the section on academic freedom on p.6 of this handbook](#)).

Faculty may find further information about these policies via the Office of Human Resources web site (<http://www.northwestern.edu/hr/equalopp-access/equal-employmentopportunity/nondiscrimination.html>).