I. Purpose

The purpose of this policy is to express UW SMPH’s commitment to providing an environment free of discrimination on the basis of age, creed, gender identity, national origin, race, sex, or sexual orientation.

II. Definition

**Discrimination**: Conduct that adversely affects any aspect of an individual’s UW SMPH employment, education, or participation in UW SMPH activities or programs, or has the effect of denying equal privileges or treatment to an individual on the basis of one or more characteristics of that individual’s protected status or category as defined in University of Wisconsin System Regent Policy Document 14-6: Discrimination, Harassment, and Retaliation

III. Policy

UW SMPH follows the University of Wisconsin System Regent Policy Document 14-6: Discrimination, Harassment, and Retaliation.

1. No student may be denied admission to, or participation in or the benefits of, or be discriminated against in any service, program, course or facility of UW SMPH on the basis of race, color, creed, religion, age, sex, sexual orientation, gender identity or expression, national origin, ancestry, disability, pregnancy, marital or parental status, or any other category protected by law, including physical condition or disability as defined in Wisconsin Statutes §51.01(5).

   a. Incidents of alleged discrimination against students will be reviewed on a case-by-case basis by the UW SMPH assistant dean for students or appropriate program director in accordance with the procedures enumerated in the program’s Student Handbook. Due consideration will be given to the protection of individual First Amendment rights to freedom of speech, expression, and academic freedom.

2. No UW SMPH employee may be discriminated against on the basis of race, color, creed, religion, age, sex, sexual orientation, gender identity or expression, national origin, ancestry, disability, pregnancy, marital or parental status, genetic information, arrest record, conviction record,
military service, veteran status, use or nonuse of lawful products off the employer’s premises during nonworking hours, declining to attend a meeting or participate in any communication about religious matters or political matters, or any other category protected by law. This provision includes UW SMPH employment-related actions, including recruitment, interviewing, testing, screening, selection, placement, classification, evaluation, transfer, promotion, training, compensation, fringe benefits, layoffs, and/or dismissal.

a. Incidents of alleged discrimination against UW SMPH employees will be reviewed on a case-by-case basis by the Office of Human Resources in accordance with the procedures enumerated in the University Staff Grievances Policy, the Academic Staff Grievances and Complaints Policy, or the Faculty Grievances and Complaints policy. Due consideration will be given to the protection of individual First Amendment rights to freedom of speech, expression, and academic freedom.

Links to Related Procedures
University Staff Grievances Policy:
https://kb.wisc.edu/ohr/policies/page.php?id=49662

Academic Staff Grievances and Complaints Policy:
https://kb.wisc.edu/ohr/policies/page.php?id=53380

Faculty Grievances and Complaints Policy:
https://kb.wisc.edu/ohr/policies/page.php?id=53384

Link to Related Guidelines
Office for Equity and Diversity Memorandum on Discrimination Against Students
https://oed.wisc.edu/discrimination-against-students.htm

References
University of Wisconsin System Board of Regents Policy Document 14-6:
https://www.wisconsin.edu/regents/policies/discrimination-harassment-and-retaliation/

Wisconsin Statute § 36.12(1):
https://docs.legis.wisconsin.gov/statutes/statutes/36/12/1

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<td>Regent Policy Document adopted 10/07/1988</td>
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<tr>
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<td>Approved by SMPH Academic Planning Council, May 2017</td>
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