



## **Non-Discrimination and Anti-Harassment Policy**

Approved by University Council, January 2025  
To be reviewed no later than (January 2030)

# Non-Discrimination and Anti-Harassment Policy

## Scope

This policy applies to:

All associated with ECU including staff, students, affiliates, visitors and any other third parties.

## Policy Statement

In its employment or educational settings, no person shall be discriminated against or harassed on the basis of race, color, ethnicity, religion, sex, gender, gender identity or expression, sexual orientation, national origin, age, marital status, pregnancy, parental status, family relationship status, physical or mental disability, military status, genetic information, or any other status protected by law. ECU reserves the right to take action in accordance with its policies and procedures against individuals who are found to have engaged in harassment, discrimination, and/or retaliation in violation of this policy.

## Prohibited Conduct

### Prohibited Discrimination

Discrimination in violation of this policy includes treating an employee, student, or other member of the University community differently in the terms and conditions of his or her employment or education, or making decisions about a person's employment, compensation, or education based on a person's race, color, ethnicity, religion, sex, gender, gender identity or expression, sexual orientation, national origin, age, marital status, pregnancy, parental status or other protected status.

### Prohibited Harassment

As previously stated, harassment based on a protected category constitutes discrimination. Harassment is defined as any unwelcome behavior based on one of the protected categories listed above. Such harassment is prohibited if:

- 1) The offensive conduct becomes a term or condition of one's academic, working, or living environment; or
- 2) The conduct is severe or pervasive enough to create an academic, working, or living environment that a reasonable person would consider intimidating, hostile, or abusive. Minor and isolated incidents (unless extremely serious) will generally not be considered prohibited conduct.

To be illegal, the behavior must create an academic, working, or living environment that is intimidating, hostile, or abusive to reasonable people.

Examples of harassment in violation of this policy include, but are not limited to, verbal abuse, offensive innuendo, derogatory comments, or the open display of offensive objects or pictures concerning a person's race, color, ethnicity, religion, sex, gender, gender identity or expression, sexual orientation, national origin, age, marital status, pregnancy, parental status, family. In addition to the examples of prohibited harassment provided above, sexual harassment requires further explanation.

Sexual harassment also includes, but is not limited to, any unwelcome sexual advances or unwelcome sexual conduct (direct or indirect), and requests for sexual favors and other verbal or physical conduct of a sexual nature when submission to such conduct is made or is threatened to be made, either explicitly or implicitly, a term or condition of instruction, employment, or participation in other University activity.

### **Prohibited Retaliation**

ECU prohibits retaliation and the threat of retaliation against any person, including complainants, respondents, and witnesses, who are exercising their rights and/or responsibilities in good faith in accordance with the Anti-Discrimination and Anti-Harassment policy or Egyptian law. For the purposes of this policy, retaliation includes any conduct directed against an individual or someone affiliated with the individual based on or in response to the exercise of rights accorded and/or defined by this policy or local law that is likely to discourage the individual from exercising those rights in the future. Claims of retaliation will be investigated, and if proven, will constitute a separate violation of this policy. Any acts of retaliation will be subject to appropriate disciplinary action, such as reprimand, changes in work assignments, loss of privileges, required training, suspension, and/or termination.

## **Reporting**

### **Complaint Reporting Options**

The University strongly encourages anyone who has experienced, observed, or is aware of discrimination, harassment, or retaliation to file a complaint as soon as possible. The ability to investigate a complaint may be put at risk if it is not filed within a reasonable time period following the claimed occurrence(s). Reports from third parties who have not been directly involved in an incident of discrimination, harassment, or retaliation are accepted. For reporting purposes, the terms employee, student, and third-party refer to the following employees:

- Faculty, staff, student employee.

- Student, as defined in the Code of Student Responsibility.
- Third-party: An individual who interacts with the ECU community and its members. This could include, but is not limited to, vendors, off-site supervisors, guests, community partners, etc.

## Confidentiality

ECU is committed to balancing all parties' interests in discrimination, harassment, and/or retaliation complaints. To the greatest extent possible, ECU will restrict the disclosure of information related to the complaint and its investigation. Nonetheless, ECU cannot guarantee the confidentiality of any information obtained in a complaint or during an investigation.