

SUL ROSS STATE UNIVERSITY

A Member of the Texas State University System

SRSU Policy: Prohibition of Racial Harassment

SRSU Policy ID: APM 4.09

Policy Reviewed by: VP for Student Affairs

Approval Authority: Executive Cabinet

Approval Date: November 1, 2023

Next Review Date: November 1, 2028

- A. "Racial Harassment" is defined as extreme or outrageous acts or communications that are intended to harass, intimidate, or humiliate students, faculty, staff or visitors on account of race, color, national origin, religion, sex, age, or disability and that reasonably cause them to suffer severe emotional distress. It is a violation of University policy and the Texas State University System (System) **Rules and Regulations**, for any student, faculty, or staff employee to engage in racial harassment of any person on the Sul Ross campus or in connection with a University-sponsored activity.
- B. It is a violation for any student, faculty, or staff person to use authority granted by state law, by System rule, or by University policy to deprive any person of his/her civil rights on the Sul Ross campus or in connection with a University-sponsored activity.
- C. If a violation of a University regulation or policy is committed on campus and/or in connection with a University-sponsored activity because of the race, color, national origin, religion, sex, age, or disability of any person directly harmed by such violation, the violator's discriminatory purpose will be treated as an aggravating factor for the purpose of determining the appropriate penalty.
- D. Student, faculty, and staff employee offenders are subject to disciplinary action as appropriate under the circumstances for violation of this policy.

Procedures for redressing racial harassment complaints of students, faculty, staff, or visitors shall be in accordance with published procedures established by the University. All complaints shall be considered informal until they are filed in writing.

Once a disciplinary penalty is imposed, the accused, whether a faculty, or staff employee, will have his/her full right to invoke applicable appeal procedures according to existing University policies.