I. Nondiscrimination Policy Statement

The University of Hawai‘i- West O‘ahu (UHWO) strives to provide an environment that emphasizes the dignity and worth of every member of its community and that is free from harassment and discrimination. Such an environment is necessary to a healthy learning, working, and living atmosphere because discrimination and harassment undermine human dignity and the positive connection among all members in our UHWO community.

UHWO is committed to a policy of nondiscrimination on the basis of race, sex, gender, sexual orientation, age, religion, color, national origin, ancestry, disability, domestic violence, marital status, arrest and court record, and veteran status. Acts of sex or gender based discrimination will be addressed consistent with the University of Hawai‘i Board of Regents’ policies, as well as state and federal law. In addition, reasonable accommodations will be provided to qualified persons with disabilities.

Members of the UHWO community should understand that federal law does not just prohibit sex or gender based discrimination and harassment of employees by employers. The law also prohibits discrimination and harassment between members of the UHWO community, including, prohibited discrimination between an instructor and a student, between two students, or between a student and an applicant or campus guest. The policy applies to all UHWO programs and activities, including, but not limited to, discrimination in athletics, instruction, grading, UHWO housing, and UHWO employment.

In addition, the law prohibits retaliation against an individual for opposing any practices forbidden under this policy, for bringing a complaint of discrimination or harassment, for assisting someone with such a complaint, for attempting to stop such discrimination or harassment, or for participating in any manner in an investigation or resolution of a complaint of discrimination or harassment. It is central to the values of UHWO that any student, employee or community member who believes they(or another individual) may have been the target of unlawful discrimination or harassment, feels free to report their concerns for an appropriate investigation and response, without fear of retaliation or retribution.

This policy statement shall not be construed or applied to restrict academic freedom at the UHWO, nor shall it be construed to restrict constitutionally protected expression, even though such expression may be offensive, unpleasant, or even hateful.

We highly encourage the UHWO community to report behavior that may be considered sexual misconduct. All complaints or any concerns about conduct that may violate this policy and retaliation should be filed with the UHWO Title IX Coordinator (T9C), the Deputy Student Title IX Coordinator (DST9C), or the Deputy Employee Title IX Coordinator (DET9C) listed in section III of this process.

Although filing a report with a UHWO Title IX Coordinator usually allows for a more expedient resolution in many cases, Complainants may also seek a criminal conviction by filing a report with the local police by calling 911.

Further information about Title IX and sex discrimination in education is available from the Office for Civil Rights, 400 Maryland Avenue, SW, Washington, DC 20202-1100 (by Customer Service Hotline: 800-421- 3481; fax: 202-453-6012; TDD: 877-521-2172; email: OCR@ed.gov; or on the web, at http://www.ed.gov/ocr).

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1 Id., § 106.9 requires institutions to “disseminate a notice of prohibited discrimination.” This policy statement serves as UHWO’s attempts to comply with this federal regulation.

2 Taken from the UH Board of Regent’s Policy, EP I.202.