

# POLICIES

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## Prohibition of Discrimination, Harassment, Bias and Retaliation

University Housing is committed to providing a welcoming workplace with equal opportunity, in compliance with all applicable federal and state laws, following the non-discrimination policies of UW-Madison and the Universities of Wisconsin.

In accordance with applicable federal and state law and with University policy, UW-Madison prohibits discrimination, discriminatory harassment, bias and retaliation in employment on a wide variety of protected classes, including: *age, ancestry, color, creed, disability, ethnicity, gender identity or expression, genetic information, marital or parental status, military service, national origin, pregnancy, race, religion, retaliation (for opposing discrimination, making a complaint, and/or participating in a related investigation), sex, sexual orientation, and veteran status.*

Discrimination, Harassment and Bias are unwelcome conduct that adversely affects an individual's employment, that is targeted based on their belonging to a specific group or "protected class." Retaliation is adverse action taken against an individual in response to, motivated by, or in connection with, an individual's complaint of discrimination or discriminatory harassment.

Detailed information of the definitions of conduct, laws and policies implemented by the University, as well as related resources available to address questions, can be found online at: <https://compliance.wisc.edu/eo-complaint/>. Inquiries concerning this policy may be directed to the University Housing Human Resources Office, or to the UW-Madison Office of Compliance, 361 Bascom Hall, (608) 265-6018.

UW-Madison and University Housing take such incidents seriously and will investigate and respond appropriately to reported or observed incidents.

### HOW TO REPORT:

Students at UW-Madison who witness or experience bias or hate in the campus community are encouraged to report, and can do so via the online portal, linked below.

In addition, as a student employee within University Housing, you have additional resources for sharing concerns regarding discrimination, bias, or hate in the workplace.

To report an incident in the University Housing workplace:

1. Contact University Housing Human Resources Director, Teri Engelke: (608) 262-6112
2. Contact University Housing Human Resources Employment Relations Manager, Rae Herbrand: (608) 890-1858
3. Online: [Office of Compliance – Discrimination, Harassment and Bias Reporting Form](#)