Any behavior, gesture, or remark that causes a person to feel uncomfortable, threatened, intimidated, or pressured may be a sign of discrimination or harassment.

TAKE ACTION

While reporting concerns/complaints involving discrimination or harassment is a difficult personal experience, don’t ignore the situation. Unless action is taken it is unlikely the problem will go away. Silence may be a sign of consent or acceptance. Remember, you may not be the only one feeling this way.

Promptly use any of the six options listed. For your comfort, if you have a preference in speaking with a male or female this should be requested at the time of reporting and an accommodation will be made.

**Option 1:**
Make it clear to the person that his/her comments, conduct, or behavior is offensive and should be stopped immediately.

**Option 2:**
Students may contact a counselor at Counseling & Testing Services at (509) 527-2147 (main campus ext. 2147) or the Chaplain in Campus Ministries at (509) 527-2343 (main campus ext. 2343).

**Option 3:**
Report an issue involving a student to the Vice President of Student Life and Mission in Kellogg Hall, or dial (509) 527-2511 (main campus ext. 2511).

**Option 4:**
Report an issue involving faculty or staff to the Director of Human Resources in the Administration Building (Suite 101), or dial (509) 527-2141 (main campus ext. 2141).

**Option 5:**
Submit a Notice of Concern Related to Discrimination or Harassment form found at hr.wallawalla.edu/harassment.

**Option 6:**
Promptly dial 911 when you or someone you know is in imminent danger of being harmed. Campus Security may also be contacted at (509) 527-2222 (main campus ext. 2222).

BE INFORMED
To view the full policy and procedure, and other related information, visit hr.wallawalla.edu/harassment.

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**Prohibited conduct**

**Discrimination**
Disparate and unfair treatment of any individual because of his/her race, color, sex, religion, national origin, age, disability, sexual orientation, or protected group status as defined by federal, state, or local laws is prohibited. This includes harassment and intimidation.

**Harassment**
Inappropriate conduct directed toward an individual or group that is significant enough to alter an individual’s employment conditions, educational environment, living environment, or participation in a university activity, and that creates an intimidating, offensive, or hostile environment for employment, education, or participation in a university activity, is prohibited.

Harassing behavior is typically perceived by the receiver (or observer) as unwelcome and includes, but is not limited to, the use of verbal or practical jokes, unwelcome touching, offensive remarks or put-downs, or displays of objects and materials that create an offensive environment.

**Sexual harassment**
Sexual harassment is behavior of a sexual nature that is unwelcome and offensive to the person or persons it is targeted toward. Examples of harassing behavior may include, but are not limited to, unwanted physical contact, foul language of an offensive sexual nature, sexual propositions, sexual jokes or remarks, obscene gestures, and displays of pornographic or sexually explicit pictures, drawings, or caricatures. Use of a personal computer or the employer’s computer system for the purpose of viewing, displaying, or disseminating material that is sexual in nature may also constitute harassing behavior.