



POLICIES AND PROCEDURES

Equal Opportunity and Prohibition of Discrimination, Harassment and Retaliation

ISUPP 1110

POLICY INFORMATION

Policy Section: *Governance/Legal*

Policy Title: *Equal Opportunity, Anti-Harassment, and Non-Discrimination*

Responsible Executive (RE): *Office of the President*

Sponsoring Organization (SO): *Office of Equal Opportunity and Title IX*

Effective Date(s): *TBA*

Last Reviewed: *Replaces ISUPP 3100; ISUPP 3060; ISUPP 3080*

Next Review: *TBA*

I. INTRODUCTION

Idaho State University is committed to fostering and sustaining an educational, workplace, and campus environment free from discrimination and harassment based on any legally protected class. To ensure compliance with federal and state civil-rights laws and regulations, and to affirm the University's commitment to fairness and equity, the University has established internal policies and procedures that provide a prompt, fair, and impartial process for resolving allegations of Discrimination and Harassment and Retaliation.

This policy applies to all University programs and activities except those forms of sexual misconduct which falls within the jurisdiction of Title IX. Questions about which Policy applies may be directed to the Office of Equal Opportunity and Title IX.

II. DEFINITIONS

- A. Adequate Cause. One or more acts or omissions which, singly or in the aggregate, have directly and substantially affected or impaired an employee's performance of his or her assigned duties or the interests of the University or the Idaho State Board of Education. In addition, any conduct seriously prejudicial to the University may constitute Adequate Cause for discipline up to and including dismissal or termination of an employee.

- B. Complainant. An individual who is alleged to have experienced conduct that could constitute Discrimination, Harassment, or Retaliation under this Policy.
- C. Confidential Resource. An employee of the University who is a behavioral health provider and who also has an established doctor / patient relationship with either party and who is notified of an alleged incident through the course of the provider/patient relationship. A Confidential Resource is not a Mandatory Reporter of Discrimination and Harassment irrespective of Clery Act Campus Security Authority status.
- D. Discrimination. Any action, policy, or practice that treats an individual or group less favorably, or has the effect of denying equal access to employment, education, services, or participation in institutional programs or activities, on the basis of a protected characteristic.
- E. Education Program or Activity. Locations, events, or circumstances where the University exercises substantial control over both the Respondent and the context in which the prohibited conduct occurs. This also includes any building owned or controlled by a Student Organization that is officially recognized by the University.
- F. Equal Opportunity (EO) Leadership. Equal Opportunity Leadership includes coordinators, Assistant Director and Director of Title IX and Equal Opportunity. These University officials are responsible for coordinating intake, investigation, and resolution of complaints under this Policy.
- G. Harassment. A form of discrimination and consists of unwelcome conduct based on a protected characteristic that is sufficiently severe, persistent, or pervasive that it interferes with or limits an individual's ability to participate in or benefit from employment, education, services, or institutional programs or activities.
- H. Hostile Environment. An environment that unreasonably interferes with, limits, or effectively denies an individual's educational or employment access, benefits, or opportunities. This discriminatory effect results from harassing verbal, written, graphic, or physical conduct that is both objectively and subjectively offensive, including conduct that is unwelcome, severe, or pervasive, or persistent.
- I. Interim Measures. A specific, temporary subset of Supportive Measures designed to immediately ensure safety and preserve the investigation's integrity.
- J. Investigator. The person or persons charged by the University with gathering facts about an alleged violation of this policy, synthesizing the evidence, and compiling this information into an investigation report and file of evidence.
- K. Mandatory Reporter. An employee of the University who is obligated by policy to share knowledge, notice, and/or reports of Discrimination, Harassment, and/or Retaliation with the Office of Equal Opportunity and Title IX. This is not to be confused with those mandated by state law to report child abuse, elder abuse, and/or abuse of individuals with

disabilities to appropriate law enforcement personnel, though these responsibilities may overlap with those who have mandated reporting responsibility in this Policy.

- L. Parties. Complainant and the Respondent.
- M. Protected Activity. Protected activity is any good-faith action taken by an individual to report, oppose, or seek remedy for conduct they reasonably believe to be Discrimination, Harassment, Retaliation, or other violations of institutional policy or applicable law, including participating in an investigation, complaint process, hearing, or related proceeding.
- N. Protected Class. This Policy addresses Discrimination rooted in protected class statuses: e.g., race, color, religion, national origin, age, disability, veteran status, genetic information, gender identity, sexual orientation, pregnancy (if not processed under Title IX), and any other category protected by law.
- O. Protected Veteran Status. A designation for veterans who are entitled to special protections under federal and state law that prohibit employment Discrimination. The four categories of Protected Veterans are disabled veterans, recently separated veterans, active-duty wartime or campaign badge veterans, and Armed Forces service medal veterans. These protections ensure they receive fair treatment in civilian employment and access to certain benefits and accommodations.
- P. Quid Pro Quo. An Employee of the University conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct.
- Q. Remedies. Post-finding actions directed to the Complainant and/or the community as mechanisms to address safety, prevent a recurrence, and restore access to the University's educational program.
- R. Respondent. An individual who has been reported to be the perpetrator of conduct that could constitute Discrimination, Harassment, or Retaliation for engaging in a Protected Activity.
- S. Retaliation. Intimidation, threats, coercion, or discrimination against any individual for the purpose of interfering with any right or privilege, or because the individual has reported information, made a complaint, testified, assisted, participated, or refused to participate in any manner in an investigation or proceeding, including in an informal resolution process and in grievance procedures. Depending on the nature of the Retaliation, the Retaliatory conduct will be investigated and resolved either under this policy, or under *ISUPP 1120: Title IX Sexual Harassment: Stalking, Sexual Assault, and Intimate Partner Violence*, whichever is applicable.
- T. Sanction. A consequence imposed by the University on a Respondent who is found to have violated this policy.
- U. Student. All persons taking courses at the University, either full-time or part-time, pursuing

undergraduate, graduate, or professional studies, whether degree or non-degree seeking, and continuing education classes or special programs. Persons who withdraw after allegedly violating this policy, who are not officially enrolled for a particular term but have a continuing relationship with the University, or who have submitted an application for admission, are considered Students under this policy.

- V. Supportive Measures. Non-disciplinary, non-punitive individualized services offered as appropriate and as reasonably available, and without fee or charge to the Parties to restore or preserve access to the University's Education Programs or Activities, including measures designed to protect the safety of all Parties or the University's educational environment, and/or deter Discrimination, Harassment, and/or Retaliation. Supportive measures can be offered to Complainant(s), Respondent(s), and Witness(es) as necessary.
- W. Support Person. A Support Person is an individual selected by a Complainant or Respondent to accompany them to meetings, interviews, or proceedings conducted under this Policy. The Support Person's role is limited to providing quiet, personal, or emotional support to the party. A Support Person may not speak on behalf of the party, participate directly in the proceedings, or otherwise interfere with the investigative or resolution process. Each party is responsible for arranging the attendance of their own Support Person. The University is not obligated to reschedule meetings or proceedings to accommodate a Support Person's availability.
- X. Witness. Any person who is interviewed or provides information as part this process and who is not the Complainant or Respondent.

III. POLICY STATEMENT

Idaho State University provides equal opportunity in education and employment and prohibits discrimination, harassment and retaliation on the basis of any protected class: race, color, religion, sex, pregnancy, sexual orientation, gender, gender identity, gender expression, age, national origin, ethnicity, physical or mental disability, protected veteran status, genetic information, or any other status protected under applicable federal, state, local law, or University policy. This includes protections for those participating in any grievance process on campus, with the Equal Employment Opportunity Commission, or other government agencies that investigate human and/or civil rights issues. The University adheres to all federal and state civil rights laws and regulations prohibiting Discrimination in public institutions of higher education.

The University is committed to maintaining a campus environment where all educational, employment, and access decisions are guided by bona fide occupational or educational criteria such as merit, performance, and qualifications. Every individual at the University is evaluated and supported based on legitimate factors that contribute to academic and institutional excellence. Consistent with this commitment, and in accordance with federal, state, and local laws and regulations, ISU affirms that sexual orientation and gender identity shall not influence decisions

related to education, employment, or access to programs, facilities, or services, except where required by lawful or contractual obligations.

This Policy applies to all members of the University community, including applicants, Students, Employees, volunteers, contractors, and visitors and is intended to comply with and be construed in accordance with all relevant federal and state civil rights laws, including, but not limited to, Title VI and VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967 (ADEA), the Americans with Disabilities Act of 1990 (ADA), Section 504 of the Rehabilitation Act of 1973, the Genetic Information Nondiscrimination Act of 2008 (GINA), the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA), the Uniformed Services Employment and Re-employment Rights Act of 1994, and corresponding state non-Discrimination statutes, including but not limited to the Idaho Human Rights Act (IHRA). When any alleged discriminatory behavior covered by this Policy is brought to the attention of the University, it will be promptly and fairly addressed and remedied by the University according to the appropriate process.

IV. AUTHORITY AND RESPONSIBILITIES

- A. **Campus Security Authorities.** Certain campus officials include student affairs/student conduct staff, Public Safety, coaches, athletic directors, residence life staff, student activities staff, human resources staff, advisors to student organizations, and any other official with significant responsibility for student and campus activities. Individuals may be both Mandatory Reporters and Campus Security Authorities (see ISUPP 1050 *Clery Compliance*).
- B. **EO Leadership.** The EO Leadership has the primary responsibility for coordinating the University's efforts related to the intake, investigation, resolution, and implementation of supportive measures to stop, remediate, and prevent Discrimination, Harassment, and Retaliation prohibited under this policy. The EO Leadership acts with independence and authority, free from bias and conflicts of interest. The EO Leadership oversees all resolutions under this policy.
- C. **Mandatory Reporters.** The University has designated most employees, with the exception of those defined as Confidential Resources in Section II.C, as Mandatory Reporters. Mandatory Reporters must immediately report any knowledge they have that a member of the community is experiencing Discrimination, Harassment, or Retaliation. Failure to comply with Mandatory Reporting obligations is a serious offense and will be considered Adequate Cause, which may result in sanctions, including termination of employment.
- D. **Witnesses.** Witnesses (as distinguished from the Parties) who are employees of the University are expected to cooperate with and participate in the University's investigation and resolution process. Failure of such Witnesses to cooperate with and/or participate in the investigation or resolution process constitutes a violation of policy and may warrant disciplinary action. Failure to comply with Witness requirements is a serious offense and

will be considered Adequate Cause, subject to disciplinary action up to and including termination of employment. Student Employee Positions as defined by ISUPP 3050: *Categories of Employees* are exempt from this requirement.

V. SCOPE AND JURISDICTION

- A. The procedures described below apply to all allegations of Harassment or Discrimination on the basis of Protected Class status involving Students, Staff, Faculty members, or third parties. It may also address collateral misconduct arising from such incidents (e.g., vandalism, threats, or retaliation). Other misconduct not covered here will be handled under ISUPP 5000 *Student Conduct Code* or any applicable employee conduct Policies through the Office of Human Resources.
- B. Jurisdiction of the University.
 - 1. Individuals and Organizations.
 - a. This policy applies to all programs, activities, employment practices and operations, including the conduct of all Students, Employees, and Organizations or Departments that arises out of their employment, educational or academic status, as well as to the conduct of all guests, visitors, vendors, contractors, subcontractors and others who do business with or participate in a program of the University.
 - b. Anyone who uses University space or services are expected to be compliant with all University policies. Failure to do so may result in removal from campus outside of this process.
 - c. When the Respondent is not a member of the University's community, supportive measures, remedies, and resources are accessible to the Complainant by contacting the University's EO Leadership.
 - 2. Geography
 - a. This Policy applies to the Education Programs or Activities of the University, to conduct that takes place on campus, or on property owned or controlled by the University, at University-sponsored events, or in buildings owned or controlled by the University's recognized student organizations.
 - b. This policy can also be applicable to off-campus misconduct that effectively deprives someone of access to the University's educational program. Because of this, the University's jurisdiction may also extend to off-campus, and/or online conduct.
 - 3. Digital Communications
 - a. University policies are written and interpreted broadly to include online and cyber

manifestations of any of the behaviors prohibited below, when those behaviors occur in or have an effect on the University's Education Programs or Activities or use of University networks, technology, or equipment.

- b. The University's jurisdiction may extend to online conduct or other forms of digital conduct.

4. Prohibited Conduct.

- a. Discrimination. Discrimination occurs when an individual is treated unfavorably or denied equal opportunity because of their protected characteristic. Discriminatory practices include, but are not limited to:
 - i. Disparate Treatment. Disparate treatment is a form of discrimination that occurs when an individual is intentionally treated less favorably than others because of a protected characteristic.
 - ii. Disparate Impact. Disparate impact is when a neutral policy or practice disproportionately affects members of a protected class.
 - iii. Harassment. Harassment is a form of discrimination that includes unwelcome conduct based on a protected characteristic that creates a hostile environment.
 - iv. Sexual Harassment. Sexual Harassment is a specific subset of Harassment that includes:
 - 1. Quid Pro Quo Harassment
 - 2. Hostile Environment Harassment
 - v. Failure to provide reasonable accommodations for disability, pregnancy, or religious practice;
 - vi. Any other action prohibited by federal, state, or local law (see IC 67-5909).
- b. Other Offensive Conduct. Even if the behavior does not meet the threshold of a hostile environment or relate to a protected class, Idaho State University reserves the right to address conduct that violates other University policies through corrective measures appropriate under those policies.
- c. Retaliation. Retaliation is taking an adverse action against an individual for engaging in a protected activity.
 - i. Any adverse action taken against an individual for reporting, opposing, or participating in an investigation of prohibited conduct under this policy is strictly prohibited.
 - ii. Retaliation is itself a violation and subject to disciplinary consequences
- d. False Allegations and Evidence

- i. Deliberately false and/or malicious accusations under this policy are Adequate Cause and will be subject to appropriate disciplinary action.
- ii. Witnesses and Parties who knowingly provide false evidence, tamper with or destroy evidence after being directed to preserve such evidence, or deliberately mislead an official conducting an investigation may be subject to discipline under ISU policy. Such behavior is Adequate Cause for disciplinary action.

II. REPORTING AND INVESTIGATION PROCESS

A. Reporting Options. Notice or complaints of Discrimination, Harassment, and/or Retaliation may be made using any of the following options:

1. File a complaint with or give verbal notice to the EO Leadership, the Director of Equal Opportunity and Title IX, or a member of the EO Team. Such a report may be made at any time (including during non-business hours) by using the telephone number or e-mail address, or by mail to the office address listed below.

EO Leadership
Office of Equal Opportunity and Title IX
(208) 282-3964
Web: <https://www.isu.edu/eo/how-to-report/>

2. Anonymous reports are accepted but may limit the University's ability to respond or offer Supportive Measures.

B. Rights and Protections.

1. Confidentiality. Information related to a report of discrimination or harassment is shared only with those who need to know. Proceedings are private, and breaches of confidentiality may result in discipline.
 - a. When a complaint alleging a violation of this policy is investigated, all Parties to the investigation, including Witnesses, will be notified of the University's expectation of confidentiality.
 - b. Proceedings are private. All persons present at any time during the resolution process are expected to maintain the privacy of the proceedings in accordance with University Policy. Breaches of confidentiality may be considered a violation of this Policy and Adequate Cause, subject to disciplinary action.
2. Impartiality. The University presumes respondents are not responsible unless proven otherwise by a preponderance of the evidence. All investigators and decision-makers must be free from conflicts of interest or bias.
3. Protection from Retaliation. Retaliation against any person for reporting or participating in a process under this policy is strictly prohibited. Counterclaims not made in good

faith may be deemed retaliatory.

4. Support Person. Parties may have a Support Person of their choice during meetings or interviews. The Support Person's role is advisory only and not to speak or act on behalf of a party.
5. Timeliness. The University aims to complete investigations promptly, typically within 120 business days, though complex matters may require additional time. The EO Leadership will notify the Parties of any significant delays.

C. Counter Claims

1. Counterclaims not made in good faith will be considered retaliatory and may constitute a violation of this Policy and are Adequate Cause for disciplinary reasons.
2. The University permits the filing of counterclaims, but uses the initial assessment, described above, to assess whether the allegations are made in good faith. If they are, the allegations will be processed using the resolution procedures below, typically after resolution of the underlying allegation.

D. Supportive Measures. Supportive Measures are non-disciplinary and available to both Parties. Violating a no-contact order or other Supportive Measures is a separate violation of this policy. Either party may request Supportive Measures, but Interim Measures, a specific subset of Supportive Measures, will not disproportionately impact the Complainant or be used as a means of Retaliation for filing a complaint.

1. When granted, Interim Measures will remain in place until:
 - a. The investigation is complete and the investigator determines no policy violation occurred;
 - b. The investigator determines a policy violation occurred and the sanctioning process is completed; or
 - c. The EO Leadership notifies the Complainant and Respondent in writing that the Interim Measures are no longer in effect.
2. Interim Measures include, but are not limited to:
 - a. A University-based No-Contact Order limiting Respondent's ability to communicate with, or otherwise contact, Complainant either directly or through a Third Party;
 - b. Academic accommodations, such as course withdrawals or incompletes;
 - c. For University Employees, work assignments, work schedule, supervisory responsibilities, or work location changes;
 - d. For Students, altering housing assignments, dining arrangements, or other university services for Complainant and/or Respondent; and/or
 - e. Campus security escorts.

3. A violation of a no contact order is a separate violation of this policy and should be immediately reported to the investigator to determine whether it will result in an additional charge of Retaliation under this policy. In that event, the Retaliation charge may, at the discretion of the EO Leadership, be added to an ongoing investigation, or it may result in a new complaint under this policy being initiated.

E. Investigation Process.

1. Upon receiving a report, the EO Leadership conducts an initial assessment to determine:
 - a. Whether the reported conduct falls under the scope of this Policy; and,
 - b. What Supportive or Interim Measures are appropriate to protect the Parties and the University community.
2. If a complaint does not allege Discrimination or Harassment based on a Protected Class, it may be referred to Human Resources, Student Affairs, or any other relevant office.
3. Complaints under this Policy are resolved either through an informal resolution or a formal administrative resolution, as appropriate, determined by the EO Leadership.
 - a. An Informal Resolution. An informal resolution may include mediation, facilitated discussion, or educational interventions. Both Parties must voluntarily agree in writing to use this option. The EO Leadership ensures that any agreement reached is consistent with University values and legal obligations.
 - b. Administrative Resolution (Investigation). When informal resolution is inappropriate or unsuccessful, the EO Leadership may initiate an Administrative Resolution. This process includes:
 - i. Notification of the Parties that an investigation will occur;
 - ii. Collection and review of relevant evidence and interviews;
 - iii. Preparation of a written report summarizing findings; and,
 - iv. Determination of responsibility using the preponderance-of-evidence standard.
4. Investigators are trained in the definition of Discrimination and Harassment, the jurisdiction of the policy, how to conduct an investigation, interviews, gathering and evaluating evidence, maintaining impartiality, and report writing.

F. Procedural Rights During the Investigation

1. Both Parties may submit relevant evidence, identify Witnesses, and offer written or oral statements.
2. Parties will have an equal opportunity to participate.

3. ISU does not restrict either party's ability to discuss the allegations or gather and present relevant evidence.
 4. The investigation does not consider:
 - a. Incidents not directly related to the possible violation, unless they evidence a pattern;
 - b. The character of the Parties;
 - c. Directly Related Evidence that is connected to the complaint, but tends neither to prove nor disprove a violation. Directly Related Evidence will not be relied upon by the investigative report.
 5. The University operates with the presumption that the Respondent is not responsible for the reported misconduct unless and until the Respondent is determined to be responsible for a policy violation by the applicable standard of proof.
- G. Effect of withdrawal or resignation while Investigation is pending.
1. Students: If a student has an allegation pending for violation of Discrimination, Harassment, or Retaliation and subsequently withdraws from the University, the University may place a hold on a Student's ability to graduate and/or receive an official transcript/diploma as a Student facing disciplinary proceedings is not in good standing to graduate.
 2. The student who withdraws or leaves while the process is pending may not return to the University without conferring with the EO Leadership and may be subject to additional University policies before reenrollment is permitted.
 3. Employees: Should an employee Respondent resign with unresolved allegations pending, the investigatory findings and reports may be included in the personnel file of an employee who resigns from the University while investigation is pending, at the discretion of the EO Leadership.
- H. Notice of Outcome
1. After reviewing the Investigation findings, the EO Leadership or designee will issue a written outcome including findings, rationale, and any sanctions or remedies.
 2. The recommendation of the investigation should be strongly considered but is not binding on the EO Leadership.
 3. The Parties are notified simultaneously in writing.
 4. If the Respondent is an Employee, the outcome is given to the supervisor and Human Resources for sanctioning. If the Respondent is a Student, the outcome is given to the Student Conduct Office for sanctioning.

I. SANCTIONS AND APPEALS

- A. Sanctions. When a Respondent is found responsible for violating this policy, the University will implement sanctions or corrective actions designed to end the misconduct, prevent its recurrence, and remedy its effects.
1. Factors considered when determining a sanction/responsive action may include, but are not limited to:
 - a. The nature, severity of, and circumstances surrounding the violation(s);
 - b. The Respondent's disciplinary history;
 - c. Previous allegations or allegations involving similar conduct;
 - d. The need for sanctions/responsive actions to bring an end to Discrimination or Harassment;
 - e. The need for Sanctions or Corrective Action to prevent the future recurrence of Discrimination and Harassment;
 - f. The need to remedy the effects of the Discrimination or Harassment on the Complainant and the community;
 - g. The impact on the Parties;
 - h. Any other information deemed relevant by the Decision-maker(s).
 2. Possible Sanctions. Sanctions for Students and Employees who are determined to have engaged in Discrimination or Harassment may include any disciplinary action allowed by University policy. In addition to or in place of those sanctions, the University may assign any other sanctions or Corrective Action deemed appropriate. Sanctions may include, but are not limited to:
 - a. Written warning or reprimand;
 - b. Required training or counseling;
 - c. Restrictions on activities or privileges;
 - d. Probation or suspension (for students);
 - e. Demotion, reassignment, or termination (for employees);
 - f. Dismissal from University programs; or
 - g. Other remedies deemed appropriate by the EO Leadership, Student Affairs, or Human Resources.
 3. Sanctions described in this policy are not exclusive of, and may be in addition to, other actions taken or sanctions imposed by external authorities.
 4. Sanctions will be implemented as soon as feasible, either upon the outcome of any

appeal or the expiration of the window to appeal without an appeal being requested.

5. Long-Term remedies / other actions. Following the conclusion of the resolution process, and in addition to any sanctions implemented, the EO Leadership may implement additional long-term remedies or actions with respect to the Parties and/or the campus community that are intended to stop the Discrimination or Harassment, remedy the effects, and prevent reoccurrence.
6. All Respondents are expected to comply with the assigned sanctions, responsive actions, and/or corrective actions within the timeframe specified by the EO Leadership, or designee.
7. Evidence of compliance with sanctions or remedies must be provided to the EO Leadership, or designee, by the date required by the EO Leadership.
8. Supervisors who fail to enforce sanctions may also be faced with sanctions.
9. Failure to abide by the sanction(s)/action(s) imposed by the date specified, whether by refusal, neglect, or any other reason, may result in additional sanction(s)/action(s), including suspension or expulsion from the University.
10. A suspension will only be lifted when compliance is achieved to the satisfaction of the EO Leadership or trained designee.

B. Appeals.

1. Unless based on an acceptance of violation by the Respondent, the determination may be appealed by either party. The Notification of Outcome also includes the grounds on which the Parties may appeal and the steps the Parties may take to request an appeal of the findings.
2. Appeals are limited to the following grounds:
 - a. Procedural irregularity that affected the outcome of the matter;
 - b. New evidence that was not reasonably available to the appellant at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; or
 - c. The EO Leadership, Investigator(s), or Decision-maker(s) had a conflict of interest or bias for or against Complainants or Respondents generally or the specific Complainant or Respondent that affected the outcome of the matter.
3. Requests for appeal must be submitted in writing to the EO Leadership within seven (7) business days of receiving the written outcome.
4. Appeals are reviewed by a designated University administrator who was not involved in the original decision.
5. The reviewer may affirm, modify, or remand the decision for further review.

6. The Notice of Appeal Outcome will specify the finding on each ground for appeal, any specific instructions for remand or reconsideration, any sanctions that may result, which the University is permitted to share according to state or federal law, and the rationale supporting the essential findings to the extent the University is permitted to share under state or federal law.
7. Decisions on appeal are final.
8. Sanctions during the appeals process
 - a. Any sanctions imposed as a result of the hearing are stayed during the appeal process. Supportive measures may be reinstated, subject to the same supportive measure procedures above.
 - b. ISU may still place holds on official transcripts, diplomas, graduations, and course registration pending the outcome of an appeal when the original sanctions included separation.

J. TRAINING AND AWARENESS

1. The University provides regular training and education to employees and students to promote awareness and prevention of discrimination, harassment, and retaliation.
2. Individuals involved in complaint resolution receive additional training on fair-process principles, impartial investigations, and confidentiality.

K. APPLICABLE LAWS AND RELATED POLICIES

1. 42 U.S.C. § 2000e-2(i)
2. 42 U.S.C. § 703(i)
3. 34 CFR Part 106.45
4. 34 CFR Part 106
5. Idaho Code § 18-6101
6. Idaho Code § 18-7902,
7. Idaho Code § Section 18-7905,
8. Idaho Code § Section 18-7906,
9. Idaho Human Rights Act, Idaho Code, Title 67, Chapter 59;
10. Idaho State Board of Education Governing Policies and Procedures
11. ISUPP 1050 *Clery Compliance*

12. ISUPP 3050 *Categories of Employees*
13. ISUPP 3090 *Grievance Procedure for Non-Classified Employees*
14. ISUPP 3130 *Disciplinary Action for Non-Classified Staff*
15. ISUPP 3160 *Classified Employees Problem-Solving, Due Process and Appeal Procedure*
16. ISUPP 3190 *Disciplinary Action for Classified Staff*
17. ISUPP 4041 *Grievance Procedures for Institutional Faculty*
18. ISUPP 5000 *Student Code of Conduct*