

## **POLICY STATEMENT B: Zero Tolerance**

Every member of the Aurora University community is valued and shall be treated with respect and dignity. Aurora University strives to cultivate a climate of cultural competence among faculty, staff and students and community. Aurora University is committed to recruiting/retaining a culturally diverse faculty, staff and student population.

Aurora University has no tolerance for any discriminatory or harassing/demeaning behavior, whether verbal or physical. Any member of the University (faculty, staff and students) who engages in adverse behaviors surrounding race, class, culture, gender, sexual orientation, ability, or other protected classes will be subject to the policies and rules of the University, as stated in the A-Book, Employee Handbook, Faculty Handbook, Policy Statement A1: Title IX Sexual Harassment Policy, and Policy Statement A2: Policy Prohibiting Discrimination, Sexual Misconduct, and Interpersonal Violence. The University will take appropriate action, which may include expulsion and/or dismissal, to protect its interests and its commitment to the right of every member of the Aurora University community to live, work, and study in a bias-free environment. Accused faculty, staff and students may also be subject to prosecution under local, state, and federal laws. The University encourages faculty, staff, and students to report or file grievances about conduct prohibited by the University's policies, rules, and standards. This can be done using the Report It! Form available at <https://cm.maxient.com/reportingform.php?AuroraUniv>, by contacting Campus Public Safety, or by contacting the AVP for Student Life/Dean of Students/Title IX Coordinator. Retaliation against persons who report such behavior will not be tolerated. Instances of retaliation in response to the initiation of formal or informal grievance procedures may result in additional conduct proceedings.