

## **Other Forms of Harassment**

**Policy Statement.** The University of Kansas Medical Center is committed to fostering dignity and respect among all members of the KUMC community at all affiliated locations. Severe or pervasive behavior that is intended to harass or intimidate an individual because of his/her race/ethnicity, age, religion, disability, sexual orientation, national origin, or status as a Vietnam-era veteran, special disabled veteran, recently separated veteran or other protected veteran and has a negative impact on that individual's work or learning environment is prohibited. Anyone who violates this policy will be subject to a range of sanctions, including written reprimand, termination or expulsion. When the University becomes aware of allegations, it is obligated to investigate those allegations, stop the harassment if it is found to exist, and take all necessary action to prevent illegal harassment from recurring.

