

The University of West Florida Policy on Harassment and Discrimination

The University of West Florida will not tolerate discrimination or harassment based on sex, race, color, religion, national origin, age, disability or protected activity. This prohibition covers discrimination or harassment by anyone in the workplace. Discriminatory harassment undermines the integrity of the employment-academic relationship and is a violation of state and federal laws and university policy. The major goal of this policy is to prevent harassment within the university community.

Violation of the University's policy prohibiting sexual or racial harassment may subject employees or students to appropriate disciplinary action up to and including dismissal or expulsion. Faculty and staff who violate this policy may be held personally liable for damages.

Consenting romantic relationships between faculty and student or between supervisor and employee, while not a violation of state and federal laws, are discouraged. Such relationships undermine academic and professional success and integrity. Where unequal power relationships exist, in the case of a harassment charge, it is the university's position that immunity on grounds of mutual consent is not a legitimate defense.