



Item: PC: A-5

Tuesday, June 23, 2015

**SUBJECT: REQUEST TO AMEND REGULATION 5.010, ANTI-DISCRIMINATION AND ANTI-HARASSMENT**

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**PROPOSED BOARD ACTION**

Approve amendments to FAU Regulation 5.010, Anti-Discrimination and Anti-Harassment.

**BACKGROUND INFORMATION**

The Office for Equity, Inclusion and Compliance under the Division of Financial Affairs seeks to amend FAU Regulation 5.010, Anti-Discrimination and Anti-Harassment. This Regulation is a critical component of the University's efforts to ensure our campus is inclusive and free from prohibited discrimination. This regulation outlines the process by which the University defines protected groups, and the process for addressing behavior that is inconsistent with the high standards we expect from our campus community.

The proposed changes are summarized as follows:

1. Systematic reorganization of the Regulation in order to ensure clarity and consistency in the application of FAU's anti-discrimination policies.
2. Clarification of the scope of FAU's anti-discrimination policies and definitions applicable to protected individuals, prohibited conduct, and investigations by the Office of Equity, Inclusion and Compliance.
3. The definition of "sexual harassment" was revised to include explanations of hostile environment and quid pro quo harassment.
4. The process for conducting investigations and applicable timelines were clarified, specifically to account for new requirements under Title IX.
5. The grounds and processes for requesting reconsideration of a Complaint were clarified.
6. The "Equal Opportunity Programs" office was changed to the "Office of Equity, Inclusion and Compliance" to reflect the recent re-designation.

**IMPLEMENTATION PLAN/DATE**

If approved by the Board, the regulation will be amended and effective as of July 1, 2015.

**FISCAL IMPLICATIONS**

N/A

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<b>Supporting Documentation:</b>	Text of proposed amended Regulation 5.010.
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