

Position Confirmation Form Policies

Non-Discrimination Policy

In alignment with the University of Toledo's non-discrimination policy, no student organization may discriminate on the basis of race, color, religion, sex, age, national origin, ancestry, sexual orientation, gender identity and expression, military or veteran status, the presence of a disability, genetic information, familial status, political affiliation, or participation in protected activities, except for religious qualifications which may be required by organizations whose aims are primarily sectarian, and social fraternities and sororities that are permitted by federal law to discriminate on the basis of sex.

Hazing

Hazing is any act or situation, which endangers the mental or physical health or safety of a student, for the purpose of initiation, admission into, affiliation with, or as a condition of continued membership, regardless of one's willingness to participate.

Hazing may occur if an individual or group:

- Causes or attempts to cause physical injury, or other harm to a person emotionally, or engages in conduct, which presents a threat to the person's health or safety.
- Engages in an action or activity, which is intended to demean, disgrace, humiliate, or degrade a person.
- Engages in conduct that by design or intent interferes with, or attempts to interfere with a person's academics.
- Causes, pressures, or requires a student to violate the law.

When a student organization is found to be involved in hazing activity, the University shall have the authority to initiate disciplinary action regardless of the location of the activity. Such action shall be conducted in compliance with normal student organization conduct proceedings. **Student organizations found in violation of the University hazing policy shall be subject to the range of sanctions available to the University as outlined in the Student Code of Conduct.**

Sexual Assault and Harassment

The University of Toledo affirms its commitment to maintain an environment that is free from humiliation, coercion, or intimidation. The University of Toledo will not tolerate sexual assault of any kind.

Sexual assault can include any form of actual or attempted sexual activity perpetrated upon a person without the consent of that person and against that person's will. Discriminatory harassment of any kind will not be tolerated; verbal, physical or otherwise, based on sex, gender identity and expression, race, color, national origin, ancestry, religion, disability, age, military veteran status or sexual orientation, that has the purpose or effect of interfering with a person's work or educational performance; creates an intimidating, hostile or offensive working, learning or living environment; or interferes with a person's ability to participate in or benefit from a class, an educational program or activity; or will cause physical or mental injury.