

DISCRIMINATION AND SEXUAL MISCONDUCT

Members of the Utah Board of Higher Education (“Board”) are prohibited from engaging in discrimination, harassment, or prejudicial treatment against any person based on any of the following protected classes: race, color, sex, pregnancy or childbirth or related conditions, age (if the person is over 40) religion, national origin, disability, veteran status, sexual orientation, gender identity, or as otherwise provided by law.

Discrimination based on sex includes engaging in sexual harassment in any form, including sexual touching, rape and other forms of sexual assault, offering favors related to the Board member’s role in exchange for sexual activity, and/or creating a hostile environment based on sex.

Board members are also prohibited from engaging in retaliation related to reports of discrimination, harassment, or prejudicial treatment based on a protected class.

RELEVANT LAW AND POLICY

- [Board Policy R801, Equal Opportunity, Diversity, and Nondiscrimination](#)
 - [Utah Code § 34A-5-106, Discriminatory or Prohibited Employment Practices](#)
 - Federal Law
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DISCIPLINE

Discrimination, harassment, and/or prejudicial treatment complaints made against a Board member will be referred to the Governor’s Office, and such conduct may result in removal from the Board.

QUESTIONS

Board members may refer complaints or questions about discrimination, including sexual misconduct, to General Counsel Alison Adams.