

1. DISCRIMINATION, HARASSMENT, GRIEVANCE AND/OR COMPLAINT PROCESSES

1.1 Discriminatory Harassment Policy and Non-Discrimination Policy Statement

Heritage University allows the free inquiry into all ideas and the free expression of opinions by those within the University community. In the presence of harassing behavior, a person's learning or working ability may be impaired. This discriminatory harassment policy acknowledges protection of free speech, which is guaranteed by the First Amendment of the United States Constitution, while at the same time requiring that the dignity, worth, and respect of each individual be nurtured and protected.

The University will not tolerate discrimination based on race, color, gender, sexual identity, age, disability, national origin, or religion. Every student and employee in the University community has the responsibility to avoid engaging in any unlawful discrimination and/or inappropriate conduct that is disrespectful or unprofessional.

The right of free speech, although fundamental to our democratic system of government and essential to the exchange of ideas in our University, is not absolute. The Supreme Court of the United States has held that certain categories of speech are not entitled to First Amendment protection. These categories include obscenity, fighting words, and to a limited extent, defamation. There is no place on a university campus for speech or other expression that personally vilifies another individual. Such personal vilification will not be tolerated when it involves insults based on race, color, gender, sexual identity, age, disability, national origin, or religion.