

Johnson & Wales University  
Prohibited Discrimination and Harassment (including Sexual Harassment) Policy October 2023

**NOTICE OF NONDISCRIMINATION**

Johnson & Wales University does not discriminate on the basis of age, disability, gender identity or expression,  
Johnson & Wal



placed on walls, bulletin boards, or elsewhere.  $\text{aTj } 0.473501 \text{ Tc } -0.001 \text{ Tw } 0.228 \text{ Td (on)Tj ju}$

- offers of money or other consideration, including an employment-related or education-related reward, for sexual activity;
- repeated requests for dates despite being asked to stop;
- suggestive sexual remarks or innuendos;
- improper or unwelcome inquiries about someone's sexual or personal life, or sharing information about one's own sexual or personal life;
- overt or subtle pressure for sexual activity or direct or implied propositions of a sexual nature;
- sexual assault and relationship violence prohibited by the university's Sexual Assault and Relationship Violence Policy, the [Title IX Policy and Procedure](#), [Policy Governing Reporting of Misconduct and](#) [Waiver \(A\)\(o\)-1.9 \(n\)k < \(s\)-3.-5.3 \(ex.3 \(u\)-2.6 \(5.3 \(s\)-3.10.5 \(he.8 \( P\)6 \(a\)3\)2 \(a7t a\)3.2 \(n\)2.6 \(d\)1.9 \(n\)2.5 \(2\)5](#)

or have been subjected to any form of unlawful discrimination or harassment, including sexual harassment, sexual  
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also the university's Title IX coordinator and Section 504 coordinator)

In the event of a conflict of interest or other circumstances where reporting to the university nondiscrimination coordinator would not be appropriate, reports of discrimination or harassment may be made to any campus president.

Who coordinates the university's compliance with Title IX, Section 504, and other discrimination laws?

The nondiscrimination coordinator has been designated to carry out the university's responsibilities under all federal and state discrimination laws, including, but not limited to, the Age Discrimination Act of 1975, Americans with Disabilities Act of 1990, the Rehabilitation Act of 1973, Title VII of the Civil Rights Act of 1964, and Title IX of the Education Amendments of 1972 (all as amended). [Refer to the JWU Equity & Compliance Services webpage](#) for more information ([www.jwu.edu/compliance](http://www.jwu.edu/compliance))

What should I do if I have a complaint about gender equity in athletics?

If you have a complaint about gender equity in university athletics programs, you should contact the university's [nondiscrimination coordinator](#) (who is also the university's Title IX coordinator and Section 504 coordinator). [Refer to the JWU Equity & Compliance Services webpage](#) for more information about the [nondiscrimination coordinator](#) ([www.jwu.edu/compliance](http://www.jwu.edu/compliance))

Sexual Assault and Relationship Violence

All employees, including managers and supervisors, are required to cooperate with any internal investigation of sexual harassment.

RETALIATION - University's Prohibition of Retaliation

Johnson & Wales University prohibits retaliation, including coercion, discrimination, intimidation, or threats,

Phone: 800-669-4000

Rhode Island State Commission on Human Rights  
180 Westminster St., Third Floor, Providence, RI 02908  
Phone: 401-222-2661

Massachusetts  
Equal Employment Opportunity Commission  
John F. Kennedy Federal Building, 475 Government Center, Boston, MA 02203  
Phone: 800-669-4000

Massachusetts Commission Against Discrimination  
One Ashburton Place, Sixth Floor, Room 601, Boston, MA 02108  
Phone: 617-994-6000

North Carolina  
Equal Employment Opportunity Commission  
129 West Trade St., Suite 400, Charlotte, NC 28202  
Phone: 800-669-4000

N.C. Human Relations Commission  
1711 New Hope Church Road (mailing address and physical address)  
Raleigh NC, 27609 1  
Phone: 984-236-1850

#### LOCAL POLICE DEPARTMENT

If the harassment involves unwanted physical touching, coerced physical confinement, coerced sex acts, the conduct may constitute a crime. Contact the local police department.