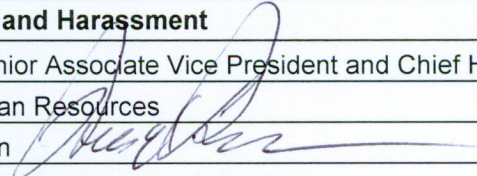


<b>Title:</b>	<b>Discrimination and Harassment</b>
<b>Source:</b>	Office of the Senior Associate Vice President and Chief Human Resources Officer
<b>Prepared by:</b>	Director of Human Resources
<b>Approved by:</b>	Bruce D. Benson 
<b>Application:</b>	System Offices Reporting to the President
<b>Effective Date:</b>	July 1, 2009
<b>Replaces:</b>	

**I. INTRODUCTION**

This internal policy and procedural statement provides guidance on Discrimination and Harassment for current employees within System Offices.

**II. STATEMENT OF POLICY**

System Administration employees will follow the University of Colorado at Boulder (UCB) Discrimination and Harassment policy located:  
<http://www.colorado.edu/policies/discrimination.html>.

**III. PROCEDURES**

System Administration employees will follow the procedures in the UCB Discrimination and Harassment policy, with exception of the training requirements.

System Administration employees are required to take the online Discrimination and Harassment training within 30 days of hire. Employees are required to take this course at least every five years for refresher training.

**IV. INTERPRETATION**

The UCB Office of Discrimination and Harassment (303-492-2127) shall provide interpretive guidance, training and all investigations for this policy.