

**SOUTHERN METHODIST UNIVERSITY
POLICIES AND PROCEDURES**

EEO/INSTITUTIONAL ACCESS AND EQUITY

POLICY NUMBER: 2.6

REVISED AS OF: June 1, 1994

RACIAL AND ETHNIC HARASSMENT

The University expects its campus community to respect the rights and dignity of all its members in matters of personnel consideration, admissions, or academic evaluation. Accordingly, the University expressly prohibits ethnic and racial harassment of its students, employees, and those who seek to join the campus community in any capacity. Racial and ethnic harassment includes, but is not limited to:

Physical, psychological, verbal, and/or written abuse with regard to race, creed or ethnic origin that rises to the level of "fighting words."

All individuals shall be afforded the full rights and privileges which are inherent in living, studying, working and visiting on the campuses of Southern Methodist University.

Anyone having a complaint of racial or ethnic harassment should notify the University's Institutional Access and Equity Director. The Director will follow the procedures outlined in [Policy 2.8, University Grievance Policy and Procedure](#).