

# Islamic Leadership Institute of America

## ILIA Anti-Harassment Policy

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### **Purpose:**

The purpose of this policy is to prevent harassment within the ILIA community. ILIA believes that harassment is repugnant and inimical to our most basic values.

### **Scope:**

Policy applies to all ILIA students, potential students, directors, employees, volunteers, officers, instructors and others who are part of the ILIA community, including visitors, suppliers and others not directly affiliated with ILIA.

### **Policy:**

1. It is the policy of ILIA to maintain the ILIA environment as a place of work and study for faculty, staff, and students free from all forms of harassment. In providing an educational and work climate that is positive and harassment-free, faculty, staff, and students should be aware that harassment in the workplace or the educational environment is unacceptable conduct and will not be tolerated.
2. ILIA reaffirms its commitment to freedom of speech as guaranteed by the First Amendment to the United States Constitution, and Islamic principles and values. Accordingly, any form of speech or conduct that is protected by the First Amendment is not subject to this policy. ILIA reaffirms its commitment to academic freedom, which is essential to its educational mission and is critical to diversity and intellectual life.
3. Harassment is conduct towards another person or identifiable group of persons that has the purpose or effect of:
  - (1) creating an intimidating or hostile educational environment, work environment, or environment for participation in an ILIA activity;
  - (2) unreasonably interfering with a person's educational environment, work environment, or environment for participation in an ILIA activity; or
  - (3) unreasonably affecting a person's educational or work opportunities or participation in an ILIA activity.
4. Racial harassment is conduct that demonstrates hostility towards another person (or identifiable group of persons) on the basis of race, religion, color, national origin, or ancestry, and that has the purpose or effect of:
  - (1) creating an intimidating or hostile educational environment, work environment, or environment for participation in an ILIA activity;
  - (2) unreasonably interfering with a person's educational environment, work environment, or environment for participation in an ILIA activity; or
  - (3) unreasonably affecting a person's educational or work opportunities or participation in an ILIA activity.
5. Sexual harassment is any unwelcome sexual advance, request for sexual favors, or other written, verbal, or physical conduct of a sexual nature when:
  - (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, education, or participation in an ILIA activity;
  - (2) submission to, or rejection of, such conduct by an individual is used as the basis for, or a factor in, decisions affecting that individual's employment, education, or participation in an ILIA activity; or

(3) such conduct has the purpose or effect of unreasonably interfering with an individual's employment or academic performance or creating an intimidating, offensive, or hostile environment for that individual's employment, education, or participation in an ILIA activity.

**Effective:** Aug 1, 2009 (Rel 0.1)

**Approved:**

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