

Discrimination is the disparate treatment of an individual resulting from an adverse educational or employment action based on the individual's actual or perceived characteristic(s) protected by the Policy.

Adverse action(s) have a substantial and material adverse effect on the living, learning, and working environment.

Examples may include, but are not limited to:

- Corrective action
- Significant changes to your living or work environment
- Termination or Suspension

EOO is here to help you navigate.

Please reach out with questions or submit a report at

bu.edu/eoo



Harassment is unwelcome conduct based on an individual's actual or perceived characteristic protected by the Policy that is sufficiently severe or pervasive as to create a hostile living, learning, or working environment, such that it effectively denies or substantially limits an individual's ability to participate in or benefit from employment and/or educational services, activities, or other privileges provided by BU.

Examples may include, but are not limited to:

- Acts of verbal, nonverbal, or physical aggression, intimidation, threats, insults, or hostility
- Display of offensive materials
- Derogatory remarks or use of slurs
- Use of position of power or authority to threaten or punish, either directly or by implication, for refusal to tolerate harassment



Retaliation is an adverse action taken against a person because the person has or is believed to have:

- Exercised their rights under the Equal Opportunity Policy;
- Reported or opposed conduct which was reasonably and in good faith believed to be in violation of the Policy;
- Assisted or participated in an investigation/proceeding under this Policy, regardless of whether the complaint was substantiated; and/or
- Assisted someone in reporting or opposing a violation of this Policy.



Through the Equal Opportunity Policy ("Policy"), the University strives to ensure that equal opportunity is a reality at Boston University, and that our faculty, staff, and students can work and study in an environment free from unlawful harassment, discrimination, and retaliation. The following characteristic(s) are protected under the Policy: race, color, natural or protective hairstyle, religion, sex, age, national origin, physical or mental disability, sexual orientation, gender identity, genetic information, military service, pregnancy or pregnancy-related condition, or because of marital, parental, or veteran status.

If you feel you have been subjected to unlawful harassment and/or discrimination on your perceived or actual protected characteristic(s), or subject to retaliation, **please contact one of the campus resources or submit an incident report at bu.edu/eoo**



CONTACT

Private Campus Resources:

Equal Opportunity Office
617.358.1796 | eoo@bu.edu

Boston University Police Department
617.353.2121 | bu.edu/police

Dean of Students
617.353.4126 | bu.edu/dos

CONFIDENTIAL RESOURCES:

For all BU Community Members
Office of the Ombuds:
617.358.5960 | bu.edu/ombuds

For BU Employees
Faculty & Staff Assistant Office (FSAO)
617.353.5381 | bu.edu/fsao

For BU Students
Sexual Assault Response & Prevention Center (SARP)
617.353.7277 | bu.edu/shs/sarp

Behavioral Medicine
617.353.3569 | bu.edu/shs/behavioralmedicine



Boston University Equal Opportunity Office

Equal Opportunity Policy



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