

DEI GLOSSARY

1. ADVERSE IMPACT

A substantially different rate of selection in hiring, promotion, transfer, training or other employment-related decisions for any race, sex or ethnic group in comparison with other groups.

2. AFFIRMATIVE ACTION

A strategy for pursuing equal opportunity for individuals, and diversity for organizations, through outreach in recruitment, development, and retention programs. Organizations employ affirmative action to engage in fair employment practices, and redress past inequities. Affirmative action is required by EO 11246.

3. COERCION

Conduct, intimidation, and express or implied threats of physical or emotional harm that would reasonably place an individual in fear of immediate or future harm and that is employed to persuade or compel someone to engage in sexual contact. Also see “force.”

4. COMPLICITY

Any act that knowingly aids, facilitates, promotes, or encourages prohibited conduct by another person.

5. CONSENT

The communication of an affirmative, conscious, and freely made decision by each participant to engage in agreed upon forms of sexual contact. Consent requires an outward demonstration, through understandable words or actions, that conveys a clear willingness to engage in sexual contact. Also see “incapacitation.”

6. DISCRIMINATION

Any unlawful distinction, preference, or detriment to an individual as compared to others that is based on an individual's protected status.

7. DIVERSITY

Refers to the variety of personal experiences, values, and worldviews that arise from differences of culture and circumstance. Such differences include race, ethnicity, gender, age, religion, language, abilities/disabilities, sexual orientation, socioeconomic status, geographic region, and more.

8. EQUITY

The guarantee of fair treatment, access, opportunity, and advancement for all students, faculty, and staff in every stage of education and career development, while at the same time striving to identify and eliminate barriers that have prevented the full participation of marginalized groups.

9. FORCE

Conduct, intimidation, and express or implied threats of physical or emotional harm, that would reasonably place an individual in fear of immediate or future harm and that is employed to persuade or compel someone to engage in sexual contact. Also see "coercion."

10. HARASSMENT

A type of discrimination that occurs when verbal, physical, electronic, or other conduct based on an individual's protected status interferes with that person's educational environment, work environment, participation in a university program or activity, or access to legitimately requested services.

11. HOSTILE ENVIRONMENT HARASSMENT

Unwelcome conduct based on protected status that is so severe, persistent, or pervasive that it alters the conditions of education, employment, or participation in a university program or activity, thereby creating an environment that a reasonable person in similar circumstances and with similar identities would find hostile, intimidating, or abusive.

12. INCAPACITATION

The state of being asleep, unconscious, intermittently conscious, or otherwise unable to consent to sexual contact.

13. INCLUSION

The act of creating environments in which any individual or group can feel welcomed, respected, supported, and valued. An inclusive climate embraces differences and offers respect in words and actions so that all people can fully participate in the University's opportunities.

14. INTERPERSONAL VIOLENCE

Physical, sexual, emotional, economic, or psychological actions or threats of actions that a reasonable person in similar circumstances and with similar identities would find intimidating, frightening, terrorizing, or threatening.

15. PROTECTED STATUS

A characteristic that, in accordance with federal and state law, is protected from discrimination and harassment: age, color, disability, gender, gender expression, gender identity, genetic information, national origin, race, religion, sex, sexual orientation, or veteran status.

16. QUID QUO PRO HARRASSMENT

The Latin term *quid pro quo* translates to "something for something."

Therefore, quid pro quo harassment occurs in the workplace when a manager or other authority figure offers or merely hints that he or she will give the employee something (a raise or a promotion) in return for that employee's satisfaction of a sexual demand. This also occurs when a manager or other authority figure says he or she will not fire or reprimand an employee in exchange for some type of sexual favor. A job applicant also may be the subject of this kind of harassment if the hiring decision was based on the acceptance or rejection of sexual advances.

17. RETALIATION

Acts or words taken against an individual because of the individual's participation in a protected activity, such as reporting harassment, that would discourage a reasonable person from engaging in the activity.

18. SEXUAL ASSAULT

A form of sexual- or gender-based harassment that involves having or attempting to have sexual contact with another individual without consent.

19. SEXUAL CONTACT

Intentional touching or penetration of another person's clothed or unclothed body, including but not limited to the mouth, neck, buttocks, anus, genitalia, or breast, by another with any part of the body or any object in a sexual manner.

20. SEXUAL- OR GENDER-BASED HARASSMENT

Unwelcome conduct that may include sexual advances, requests for sexual favors, and other verbal, physical, or electronic conduct of a sexual nature that creates a hostile, intimidating, or abusive environment.

21. STALKING

Unwelcome conduct directed at an individual that is sufficiently serious to cause physical, emotional, or psychological fear or to create a hostile, intimidating, or abusive environment, such as repeated unwanted attention or physical, verbal, or electronic contact.

22. UNDERUTILIZATION

Workforce representation of fewer women or minorities in a particular job group than would reasonably be expected, given their availability. The difference between availability of women or minorities with requisite skills in the reasonable recruitment area, and actual participation must be statistically significant in order for the disparity to indicate underutilization.