

Examples of conduct that may constitute prohibited discrimination or harassment under the University of Illinois Urbana-Champaign Nondiscrimination Policy¹

Below is a non-comprehensive list of examples of conduct that may constitute discrimination or harassment under the Nondiscrimination Policy. Individuals who believe they have experienced discrimination or harassment under the Nondiscrimination policy should report the alleged misconduct even if the experience does not appear in one of the examples below.

This list is provided for informational purposes only and is not intended to describe all conduct that may violate the Nondiscrimination policy, nor are all examples considered policy violations in all circumstances. Inquiry into whether particular conduct constitutes a violation of the Nondiscrimination policy requires a detailed analysis of the allegations and the context and circumstances of each case. Any allegation of discrimination or harassment is evaluated based on the specific facts and circumstances to determine whether it meets the criteria of discrimination or harassment as defined by University policy.

It is also important to remember that the Nondiscrimination policy protects freedom of expression, even when controversial. With respect to expressive conduct alleged to be harassment, the reported conduct will be evaluated consistent with the policy and with relevant law and other authority related to the First Amendment or academic freedom. When a question exists concerning whether the alleged discrimination or harassment is based in full or in part on a protected characteristic, the University will investigate consistent with applicable policy and procedures.

Some examples of conduct that may constitute prohibited discrimination or harassment, taking into account the overall context, may include, but are not limited to:

1. Refusing to hire an applicant for University employment or admit a student to the University or to a Registered Student Organization (RSO), because of that person's actual or perceived status within any protected classification.
2. Singling out or targeting an individual for different or less favorable treatment (*e.g.*, more severe discipline, negative performance review, lower salary increase, lower grade, failure to promote) because of their actual or perceived status within a protected classification.
3. Failing to provide or implement reasonable accommodations to a qualified individual with a disability.
4. Defacing an employee or student's property or residence with racially derogatory or threatening words or images (*e.g.*, a swastika or noose), or intentionally damaging, defacing, or destroying religious property (*e.g.* menorahs, mezuzahs, crosses, shrines, altars, Bibles, Torahs, Qurans) because of the religious nature of the property or because of the actual or perceived status within a protected classification of any individual associated with the property.
5. Engaging in adverse actions against an employee or student because of their dress or grooming practices that they have for religious reasons (*e.g.*, not removing facial hair, a kippah, hijab, turban, burka, crucifix, Star of David), or an employee or student's observance of a religious prohibition against wearing certain garments (*e.g.* pants or skirts).
6. Refusing to allow an individual to participate in any program or activity or service sponsored or hosted by the University, or refusing to grant a student some expected benefit (*e.g.* a letter of recommendation, internship) because of how an individual looks (*e.g.*, because the individual fails to conform to gender stereotypes), dresses (*e.g.*, because the individual wears religious or ethnic attire such as a kippah, Star of David, turban, hijab, or burka), or on the basis of the individual's

¹ <https://cam.illinois.edu/policies/hr-48/>

language (e.g., because the individual speaks a particular language or English with a certain accent), or the individual's actual or perceived religious identity, or the individual's actual or perceived association with a religious organization or religious student club or organization, or because that student is actually or perceived to be from a particular country or region, or because of that student's actual or perceived status within a protected classification.

7. Repeated verbal abuse or use of racist, sexist, anti-Semitic, anti-Muslim, or anti-LGBTQIA+ slurs or stereotypes directed at an individual regardless of whether the person is actually a member of the group.
8. Blaming a student for actions of other individuals of their actual or perceived shared identity, or for policies of a particular country or region that the student is actually or perceived to be from (e.g. blaming a Jewish student for Israel's policies simply because they are Jewish).
9. Physical assault, physical force, physical obstruction of an individual's path, intimidation, or stalking, based on the individual's actual or perceived status within a protected classification.
10. Inappropriate physical contact, comments, questions, advances, innuendos, jokes, epithets, or demands based on the individual's actual or perceived status within a protected classification.
11. Telephonic or electronic transmission or display of derogatory, demeaning, offensive, or hostile messages or materials based on an individual's actual or perceived status within a protected classification.
12. Failure to reasonably accommodate students who, due to the observance of religious holidays, expect to be absent or endure a significant hardship during certain days of the course or program. See also [Request for Accommodation for Religious Observances » Community of Care » Illinois](#).
13. Making statements orally or through written transmittal which call for the destruction of a protected classification in whole or in part, whether explicitly or by implication.