

Nondiscrimination and Anti-Harassment Policy

Idea'l Institute prohibits unlawful discrimination and harassment in employment, education, and all school-sponsored programs and activities. This prohibition applies to acts of unlawful discrimination and harassment by or against school employees, students, and campus visitors—including applicants for employment or admission—and it includes unlawful discrimination and harassment on the basis of race, color, national origin, religion, sex (including pregnancy), age (40 and over), disability, genetic information, or veteran status (collectively the “Legally Protected Categories”). This applies to all visitors on-site, by telephone and electronic correspondence.

Idea'l Institute will not tolerate unlawful discrimination and harassment and will take immediate and appropriate steps to stop unlawful discrimination and harassment, prevent its recurrence, and address its effects.

Discriminatory Conduct

Idea'l Institute strives to provide employees and students with a working and educational environment free from all forms of unlawful discrimination, including unlawful harassment. Federal law prohibits harassment when it is based on the victim's membership in the Legally Protected Categories identified above and the harassment becomes so severe or pervasive that it creates a hostile environment for work or for participation in other programs and activities of the school. Unlawful harassment that creates a hostile environment is prohibited at the school.

In addition to this prohibition against unlawful harassment, the Idea'l Institute Code of Ethics requires students, employees, and others subject to its provisions to provide “a workplace that is free of discrimination of all types from abusive, offensive or harassing behavior.”

Retaliation

Idea'l Institute also prohibits retaliation against any employee or student who engages in either of the following “Legally Protected Actions”: (a) opposing unlawful discrimination by communicating to the school through word or action a belief that unlawful discrimination is taking place or has taken place or (b) participating in any way in an investigation, proceeding, hearing, or litigation under state and federal discrimination laws. Any adverse action taken against an individual because he or she has engaged in any Legally Protected Actions constitutes unlawful retaliation if the adverse action is reasonably likely to deter the person or others from pursuing their rights. Retaliation will be considered a separate act of discrimination under this policy.

Adverse actions do not include petty slights and trivial annoyances, such as stray negative comments in an otherwise positive evaluation, “snubbing” by a colleague or fellow student, or negative comments or evaluations that are justified by an employee's or a student's poor performance.

This policy also prohibits school employees or students from encouraging others to retaliate and protects both the person who has engaged in any Legally Protected Actions and individuals closely associated with that person, such as a spouse or close relative. Retaliation is prohibited under this policy even if the original discrimination complaint is without merit; however, an individual opposing discrimination by communicating an allegation of unlawful discrimination to the school must act in reasonable good faith in order to be protected against retaliation.