

**Proposed Changes to University Handbook, Section D3**  
**Approved by Faculty Senate Faculty Affairs on April 17, 2018**  
**Approved by Faculty Senate on May 8, 2018**

**D3** A fundamental premise of academic life is the inviolable dignity of the individual. Respect for others is essential to the pursuit of the common missions of higher education. Discrimination, harassment, or other conduct that diminishes the worth of any individual person is incompatible with the fundamental values of the university. Every person, regardless of race, color, ethnic or national origin, sex, sexual orientation, gender identity, religion, age, ancestry, disability, military status, or veteran status, shall be treated with respect and dignity (see [Appendix J](#)). No person shall be subject to sexual, racial, or similar harassment or abuse, either of physical, verbal, or psychological nature. No one shall be denied equitable consideration for access to employment, to professional advancement, or to the programs, services, activities, and privileges of the university.

University policies on workplace environment and equal employment opportunity are found in the Kansas State University Policies and Procedures Manual and include:

[Policy Prohibiting Discrimination, Harassment, Sexual Violence, and Stalking, and Procedure for Reviewing Complaints](#)—PPM, Chapter 3010.20

[Notice of Nondiscrimination](#)

[Nepotism and Employee Relationships Policy](#)—PPM, Chapter 4095

[Consensual Romantic Relationships Involving Students](#)—PPM, Chapter 4094

[Affirmative Action Policy](#)—PPM, Chapter 3010.010