



Grievance Definitions

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Age Discrimination: Treating someone unfavorably because of the person's age. The Age Discrimination in Employment Act (ADEA) forbids Age Discrimination against people who are age 40 or older. The ADEA does not protect workers under the age of 40. Conduct that is frequent or severe that it creates a hostile or offensive learning/working environment or when it results in an adverse decision is illegal.

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Color Discrimination: Treating someone unfavorably because of skin color complexion (lightness, darkness, or other color characteristics). Use of racial slurs, offensive or derogatory remarks about a person's color, etc. are considered Color Discrimination. Conduct that is frequent or severe that it creates a hostile or offensive learning/working environment or when it results in an adverse decision is illegal.

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Disability Discrimination: Treating someone unfavorably because he/she has a disability (either physical or mental). Less favorable treatment due to a history of a disability (such as cancer that is controlled or in remission) or because he/she is believed to have a physical or mental impairment that is not transitory (lasting or expected to last six months or less) and minor (even if he/she does not have such an impairment) are considered Disability Discrimination. Conduct that is frequent or severe that it creates a hostile or offensive learning/working environment or when it results in an adverse decision is illegal.

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Military/Veteran Discrimination: Treating someone unfavorably because of their military obligations or military status. Conduct that is frequent or severe that it creates a hostile or offensive learning/working environment or when it results in an adverse decision is illegal.

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National Origin Discrimination: Treating someone unfavorably because of the person's birthplace, ancestry, or culture. Offensive or derogatory remarks about a person's national origin, accent or ethnicity are considered National Origin Discrimination. Conduct that is frequent or severe that it creates a hostile or offensive learning/working environment or when it results in an adverse decision is illegal.

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Pregnancy Discrimination: Treating a woman unfavorably because of pregnancy, childbirth, or a medical condition related to pregnancy or childbirth. Conduct that is frequent or severe that it creates a hostile or offensive learning/working environment or when it results in an adverse decision is illegal.

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Racial Discrimination: Treating someone unfavorably because he/she is of a certain race or because of personal characteristics associated with race (such as hair texture, skin color, or certain facial features). Use of racial slurs, offensive or derogatory remarks about a person's race or color, the display of racially-offensive symbols, etc. are considered Racial Discrimination. Conduct that is frequent or severe that it creates a hostile or offensive learning/working environment or when it results in an adverse decision is illegal.

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Religious Discrimination: Treating someone unfavorably because of person's religious beliefs or non-beliefs. Offensive remarks about a person's religious beliefs, practices, etc. are considered Religious Discrimination. Conduct that is frequent or severe that it creates a hostile or offensive learning/working environment or when it results in an adverse decision is illegal.

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Retaliation: Punishment of job applicants, employees, or students for asserting their rights to be free from employment discrimination including harassment. Asserting these EEO rights is called "protected activity," and it can take many forms.

For example, it is unlawful to retaliate against applicants, employees, or students for:

- Filing or being a witness in an EEO charge, complaint, investigation, or lawsuit
- Communicating with a supervisor or manager about employment discrimination, including harassment
- Answering questions during an employer investigation of alleged harassment
- Refusing to follow orders that would result in discrimination
- Resisting sexual advances, or intervening to protect others
- Requesting accommodation of a disability or for a religious practice
- Asking managers or co-workers about salary information to uncover potentially discriminatory wages.

For example, depending on the facts, it could be retaliation if an employer acts because of the employee's EEO activity to:

- reprimand the employee or give a performance evaluation that is lower than it should be;
- transfer the employee to a less desirable position;
- engage in verbal or physical abuse;
- threaten to make, or actually make reports to authorities (such as reporting immigration status or contacting the police);
- increase scrutiny;
- spread false rumors, treat a family member negatively (for example, cancel a contract with the person's spouse); or

- make the person's work more difficult (for example, punishing an employee for an EEO complaint by purposefully changing his work schedule to conflict with family responsibilities).

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Sex (Gender) Discrimination: Treating someone unfavorable because of that person's sex. Can include offensive remarks about a person's sex. For example, it is illegal to harass a woman by making offensive comments about women in general. Conduct that is frequent or severe that it creates a hostile or offensive learning/working environment or when it results in an adverse decision is illegal.

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Sexual Harassment: Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Conduct that is frequent, pervasive, or severe that it creates a hostile or offensive learning/working environment or when it results in an adverse decision is illegal. Conduct may constitute Sexual Harassment when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or education.
- Submission to or rejection of such conduct by an individual.
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work/learning performance or creating an intimidating, hostile, or offensive learning/working environment.

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The College of Southern Nevada is committed to providing a place of work and learning free of discrimination on the basis of race, color, national origin, disability (whether actual or perceived by others), religion, age, sex/gender (including pregnancy related conditions), sexual orientation, gender identity or expression, genetic information, veteran status (military status or military obligation) in the programs or activities which it operates. Where discrimination is found to have occurred, CSN will act to stop the discrimination, to prevent its recurrence, to remedy its effects, and to discipline those responsible.