**SEXUAL ORIENTATION DISCRIMINATION**

What Is it?

Sexual orientation discrimination is prohibited by State of Minnesota law and Minnesota State Colleges and Universities (MnSCU) policy. Sexual orientation discrimination is conduct that is directed at an individual because of his/her sexual orientation and that subjects the individual to different treatment so as to interfere with or limit the ability of the individual to participate in, or benefit from, the services, activities, or privileges provided by Minnesota State University, Mankato, or otherwise adversely affects the individual’s employment or education.

Examples

- Belittling a self-identified lesbian when she raises homosexuality or bisexuality as a topic in the classroom.
- Focusing on an individual’s sexual orientation rather than on his/her credentials during a job interview.

**SEXUAL ORIENTATION HARASSMENT**

What Is it?

Sexual orientation harassment is an illegal form of discrimination. Sexual orientation harassment is verbal or physical conduct that is directed at an individual because of his/her sexual orientation and that is sufficiently severe, pervasive or persistent so as to have the purpose or effect of creating a hostile work or educational environment.

Examples

- Spray painting sexually insulting comments upon the residence hall door because of his/her sexual orientation.
- Engaging in behaviors and/or conversations to harass someone because of his/her perceived or acknowledged sexual orientation.
- Sending degrading e-mail messages to someone because of his/her sexual orientation.

**WHAT CAN YOU DO?**

- Assertively tell the individual that you are offended by the behavior and to stop it.
- Identify a third party whom you and the other individual mutually respect and ask his/her assistance in helping the two of you talk through the behavior and why it is offensive.
- Document all incidents — who, when, where, what was said or done, names of witnesses.
- Report the incident to the appropriate office at the University. (A listing of phone numbers and locations for these offices can be found within this brochure.)

If the situation is physically threatening, remove yourself from the site and seek help immediately from University Security or the Mankato Police Department.

**SEXUAL ORIENTATION DISCRIMINATION & Harassment**
WHO CAN BE HARASSED?

Sexual orientation harassment can occur in a variety of relationships, including faculty and student, supervisor and employee, student to student, employee to employee, and other relationships with other persons having business with or visiting the campus.

WHERE CAN I GET HELP?

Office of Affirmative Action
112 Armstrong Hall
507-389-2986

Counseling Center
245 Centennial Student Union
507-389-1455

Lesbian, Gay, Bisexual, Transgender Center
173 Centennial Student Union
507-389-6076

Office of Student Affairs
228 Wigley Administration Center
507-389-2121

Security
222 Wiecking Center
507-389-2111 (V/TTY)

People with speech or hearing impairments may reach the above offices at 800-627-3529 or 711 (MRS/TTY)