

UAFS Policy and Procedure on Complaints of Discrimination and Harassment  
Not Covered Under the Title IX Policy and Procedure Document

I. Policy Statement

The University of Arkansas Fort Smith is committed to providing an environment that emphasizes the dignity and worth of every member of its community and that is free from harassment and discrimination. Such an environment is necessary to a healthy learning, working, and living atmosphere. The University expects students, applicants for admission, employees, applicants for employment, affiliates, subcontractors, site contractual staff, community members, and visitors to uphold the University's commitment to nondiscrimination and harassment by conducting themselves in manner that is appropriate and consistent with this policy. Accordingly, all acts of discrimination, harassment, and retaliation are prohibited. The University will take prompt and equitable action in response to complaints about such conduct.

II. Policy Scope and Relationship to Title IX

"Discrimination" under this policy refers to action or conduct that (1) is based on race, color, sex,

act of discrimination or harassment. The time limit may be waived or extended by the Department of Human Resources or the Office of the Dean of Arts if good cause is demonstrated.

#### IV. Investigation

After receiving the complaint, the appropriate office will explore whether the matter can be resolved informally, without disciplinary action or a finding that discrimination or harassment has occurred. If the issue can be resolved informally, no further action will be taken.

If the complaining party chooses to proceed with a formal complaint against an individual against whom the complaint is filed (i.e., the "respondent") will be instructed to provide a written response to the allegations within five (5) working days of the request. The at.8 ( )TJ 0 3B(fwif)2.7 lfth(n)5.2 ( )0.5 (b)16.1 (e)T



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