

Definitions for Bias Incident Reporting

The following definitions have been taken from the EO Plan. For examples of prohibited conduct or behavior, or to get more information, please see the EO Plan, which may be read in its entirety [here](#).

Race: Discrimination laws do not contain a definition of “race,” but are interpreted to prohibit discrimination on the basis of ancestry or physical or cultural characteristics associated with a certain race, such as skin color, hair texture or styles, or certain facial features, and on the basis of stereotypes and assumptions about abilities, traits, or the performance of individuals of certain racial groups. All individuals, including persons of more than one race and the following racial classifications, are protected from discrimination: Black, White (not of Hispanic origin), Hispanic/Latino, Asian or Pacific Islander, American Indian or Alaskan Native

National Origin: A “national origin group” or “ethnic group” is a group sharing a common language, culture, ancestry, and/or other similar social characteristics.

Sex/Gender: A person’s sex (female or male). “Gender” and “sex” may be used interchangeably for the purposes of the EO Plan.

Gender Expression: Gender expression is a term that refers to the ways in which individuals manifest or express masculinity or femininity. It refers to all of the external characteristics and behaviors that are socially defined as either masculine or feminine, such as dress, grooming, mannerisms, speech patterns and social interactions.

Genetic Information: Any written, recorded individually identifiable result of a genetic test or explanation of such a result or family history pertaining to the presence, absence, variation, alteration, or modification of a human gene or genes.

Color: Variations in skin tone among persons of the same race.

Age: For employment purposes, persons 40 years of age or older. For the purposes of access to and participation in University programs and services, all persons of all ages are protected on the basis of age.

Sexual Orientation: Actual or perceived heterosexuality, homosexuality or bisexuality, either by orientation or by practice.

Marital/Parental Status: A person's status as single, married, parent or nonparent, where discrimination on these bases has disparately impacted against those of different protected classes, including gender and sexual orientation.

Religion/Creed: "Religion" and "creed" have the same or equivalent meaning: all religious and spiritual observances, practices, and sincerely held beliefs.

Disability: A person with a disability is one who has a physical or mental impairment that substantially limits one or more major life activities, has a record of such impairment, or is regarded as having such impairment.

Gender Identity: Gender identity is a person's internal view of the individual's gender. "Gender identity" covers a multitude of sexual identities including, but not limited to, male, female, and transgender or gender-nonconforming individuals, who are persons whose gender identity or gender presentation falls outside of stereotypical gender norms.

Veteran Status: Any person who is a member of, applies to perform, or has an obligation to perform, service in a uniformed military service of the United States, including the National Guard.