

**WAC 504-26-222 Harassment (other than sex-based harassment or discriminatory harassment).** Harassment is conduct by any means that is severe, persistent, or pervasive, and is of such a nature that it would cause a reasonable person in the complainant's position substantial emotional distress and undermine their ability to work, study, or participate in their regular life activities or participate in the activities of the university, and/or actually does cause the complainant substantial emotional distress and undermines the complainant's ability to work, study, or participate in the complainant's regular life activities or participate in the activities of the university.

[Statutory Authority: RCW 28B.30.150. WSR 24-23-093, s 504-26-222, filed 11/19/24, effective 12/20/24; WSR 21-07-057, § 504-26-222, filed 3/15/21, effective 4/15/21; WSR 14-11-025, § 504-26-222, filed 5/12/14, effective 6/12/14; WSR 06-23-159, § 504-26-222, filed 11/22/06, effective 12/23/06.]