

UNL Statements regarding graduate students and faculty rights and responsibilities

Reference	Guidelines for faculty (Verbatim from source)
<p>University of Nebraska-Lincoln. (2008). <i>UNL Policy and Procedures on Unlawful Discrimination, Including Sexual and Other Prohibited Harassment</i> (4.1.2. Discrimination in the Form of Sexual Harassment). Retrieved from http://www.unl.edu/equity/Discrimination%20Policy%2008.pdf.</p>	<p>It is the policy of the University of Nebraska-Lincoln that no member of the UNL community may sexually harass another. Sexual harassment is a form of discrimination based upon gender. It is prohibited at UNL and is subject to the procedures and sanctions contained in this policy. Sexual harassment is unwelcome sexual advances, unwelcome requests for sexual favors, and other unwelcome verbal or physical conduct of a sexual nature when:</p> <ol style="list-style-type: none"> 1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic standing; or 2. Submission to, or rejection of, such conduct by an individual is used as the basis for employment decisions or academic decisions affecting such individual; or 3. Such conduct has the purpose or effect of unreasonably interfering with the individual's work or academic performance or creating an intimidating, hostile, or offensive working or academic environment.
<p>University of Nebraska-Lincoln. (2008). <i>UNL Policy and Procedures on Unlawful Discrimination, Including Sexual and Other Prohibited Harassment</i> (4.1.4. Discrimination in the Form of Hostile Institutional Climate). Retrieved from http://www.unl.edu/equity/Discrimination%20Policy%2008.pdf.</p>	<p>The University of Nebraska-Lincoln recognizes its responsibility to provide to its students, employees and others considered members of the UNL community, in all of its facilities and programs, an environment which permits such persons the opportunity to successfully engage in study or perform work duties. Should any such environment become hostile in relation to one's race, color, religion, sex, national origin, age, disability, veteran status, marital status or sexual orientation, such that it unreasonably interferes with an individual's ability to engage in study, work or other UNL business, then such an individual may seek redress against UNL (Section 3.4), as an entity in and of itself, under this policy for knowingly failing to maintain the appropriate work/study environment.</p>

Reference	Guidelines for faculty (Verbatim from source)
<p>University of Nebraska-Lincoln. (1999). <i>Guidelines for Good Practice in Graduate Education</i>. Retrieved from http://www.unl.edu/gradstudies/current/GuidelinesForGoodPracticeInGradEducation.pdf</p>	<p>Graduate Advisors should:</p> <ul style="list-style-type: none"> • Interact with students in a professional and civil manner in accordance with the accepted standards of the discipline and the University of Nebraska policies governing discrimination and harassment. • Excuse themselves from serving as advisors, on graduate committees or supervising assistantship work when there is a familial or other relationship between the faculty member and the student that could result in a conflict of interest. • Not impede a graduate student's progress and completion of his/her degree in order to benefit from the student's proficiency as a teaching or research assistant. • Have a clear understanding with graduate students about their specific research responsibilities, including time lines for completion of research and the thesis or dissertation. • Refrain from requesting students to do personal work (mowing lawns, babysitting, typing papers, etc.) with or without appropriate compensation. • Prepare students to be competitive for employment, which includes portraying a realistic view of the field and the job market and making use of professional contacts for the benefit of their students, as appropriate. • Create an environment of the highest ethical standards and insist that the student behave ethically in all their professional activities.
<p>University of Nebraska-Lincoln. (2013). <i>Guidelines for Graduate Assistantships</i>. Retrieved from http://www.unl.edu/gradstudies/facstaff/GuidelinesForGraduateAssistantships_2012-2013.pdf</p>	<p>Graduate assistants may not work more than a total of 19.6 (.49 FTE) hours per week for all appointments combined, during the academic year. Graduate assistant may work up to 40 hours per week during school breaks and any or all summer sessions.</p>