

DISCRIMINATION AND DISCRIMINATORY HARASSMENT POLICY

Introduction

When Adrian College was established in 1859, its founders declared that it should be open to people of both sexes and all races and nationalities. Because of this mission, the College has always opened its campus to a wide variety of students. It attempts, through orientation, academic and social programming, affirmative action and the training of professional and student staff, to create an environment where difference is not only tolerated but celebrated.

In order to maintain this openness and variety, it is the policy of Adrian College that all students, faculty, staff, officials and guests be free from discrimination and discriminatory harassment based on race, religion, creed, ethnicity, national origin, sex, sexual orientation, age, handicap or physical characteristics. Discrimination is wrong and will not be tolerated.

The primary purposes of this policy are to maintain an open educational environment and to modify the behavior of individuals who debase that environment through discrimination and discriminatory harassment. The emphasis in this policy is on education and mediation rather than punishment. However, a single severe instance of discrimination or discriminatory harassment or repeated though less severe instances of discrimination or discriminatory harassment may result in the dismissal of a student or may constitute just cause for the dismissal of an employee.

Definitions

The following forms of behavior constitute discrimination or discriminatory harassment. Individuals practicing such behaviors may be subject to disciplinary action.

Discrimination

In order to establish a balance of faculty, staff and students that reflects the United States population, the College may in certain situations consider sex or minority status as a factor in staff hiring and in student financial aid. Also, the College reserves the right to offer separate sports programs and housing accommodations based on sex, as allowed by law. With these exceptions, it is a violation of College policy to make decisions regarding employment (hiring, continuation, promotion, dismissal, tenure), registration for classes, assignment of grades, financial aid, disciplinary action, housing and similar matters, on the basis of race, religion, creed, ethnicity, national origin, sex, sexual orientation, age, handicap or physical characteristics.

Discriminatory Harassment

Discriminatory harassment is verbal or physical behavior that interferes with a person's employment, academic performance or subjects an individual to an intimidating, hostile, or offensive educational, employment or living environment. Other expressive behavior (e-mail, social media, written notes, posting pictures) may also contribute to a hostile or offensive environment and may also violate this policy. Harassment that demeans a person or a group of

people based on race, religion, creed, ethnicity, national origin, sex, sexual orientation, age, handicap or physical characteristics is specifically prohibited. Two specific types of harassment are further defined and illustrated below.

Racial and Ethnic Harassment

Racial and ethnic harassment constitutes any physical or verbal behavior that subjects an individual to an intimidating, hostile or offensive educational, employment or living environment. Such harassment:

- (a) denigrates or stereotypes an individual because of his or her racial or ethnic affiliation;
- (b) demeans or slurs an individual through pictorial illustration, graffiti, or written documents or material because of his or her racial or ethnic affiliation; or
- (c) makes unwarranted or disparaging references or innuendoes in attributing an individual's personal conduct, habit or lifestyle to his or her racial or ethnic affiliation.

Sexual Harassment

See [Sexual Harassment Policy](#)

WHAT CAN YOU DO?

Students who believe themselves to be victims of discrimination or discriminatory harassment should attempt to resolve the matter — either informally through a process of discussion and mediation, or formally, through a hearing process.

You may be able to resolve the matter of inappropriate conduct by discussing the matter directly with the person whom you believe to have caused the problem. The College encourages this informal means of mediation where practical and appropriate.

If you do not believe that such discussion is possible or appropriate, you should talk with one of the following people or offices to begin either informal mediation or the formal hearing process. If the accused person is an employee of the College, you may instead choose to begin the process by contacting the employee's supervisor.

CAMPUS ADVOCATES

These are students, faculty and administrative staff members who have volunteered to assist students and employees who believe they have experienced discrimination or harassment. (See the Office of Student Life for a current list of Campus Advocates.)

At this point, the goal is still to resolve the problem informally. The person you contacted will gather information from you and will, if possible, attempt to resolve the matter with the accused person or guide you to a College counselor or other qualified employee who will do this.

All informal actions with the persons involved will be kept confidential to the greatest extent possible consistent with (1) preventing future acts of harassment, (2) providing an appropriate remedy to persons injured by acts of harassment and (3) allowing the accused person to reply to a complaint.

WHEN INFORMAL MEANS DO NOT RESOLVE THE PROBLEM

If this informal process does not satisfy you and the accused is another student(s), the matter should be pursued through procedures outlined in the Adrian College Student Code of Conduct. The person assisting you with the matter will introduce you to the Assistant Dean of Students or another Student Life staff member who can assist you with bringing charges under the Student Code of Conduct.

If the informal process described above does not satisfy you and the accused is a faculty member, administrative staff member, or other non-student employee of the College, the person assisting you will introduce you to the College Discrimination Officer who will pursue the matter further with you. The College Discrimination Officer is appointed by the President with the advice and consent of the College Assembly.

Threats or other forms of intimidation or retaliation against the student making the complaint, any other witness or any person assisting the student in the process constitutes a separate violation of this policy.

05/26/21