



Discrimination and Harassment Policy

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I. Policy

Mount Ida College is committed to the principle of equal opportunity in education and employment. Mount Ida College does not discriminate against individuals on the basis of race, color, sex (which includes discrimination based on pregnancy), sexual orientation, gender identity, religion, disability, age, genetic information, active military or veteran status, familial status, marital status, ancestry, or national or ethnic origin, including in admission, treatment, or access to College programs or activities, or in employment. Harassment is a form of discrimination, and Mount Ida College strictly prohibits harassment on the basis of the aforementioned protected classes, including sexual harassment. The College strictly prohibits [Retaliation](#) in any form against an individual who reports prohibited discrimination or harassment, participates in any investigation or inquiry related to a violation of this policy, acts to support or assist an individual reporting or participating in an investigation of a violation of this policy, or acts to oppose prohibited discrimination or harassment. The College will impose appropriate sanctions for respondents¹ that are found responsible for violating this policy and will take prompt remedial action when a violation is found.

Discrimination complaints and inquiries concerning the College’s policies, compliance with applicable laws, statutes, and regulations (such as Title VI and Section 504 and Title IX, which prohibits discrimination on the basis of sex), may be directed to Sonia Shah, Director of Equity Compliance (who serves as the College’s Title IX and Section 504 coordinator), Shaw Hall, 2nd Floor, Room 4, sshah@mountida.edu, 617-928-4024. Employees² are encouraged to bring issues relating to possible prohibited discrimination to the attention of their immediate supervisor and the Director of Equity Compliance. Inquiries about the laws and about compliance may also be directed

¹ “Respondent” refers to the person accused of violating this policy.
² “Employees” refers to anyone employed by the College including faculty and staff.

to any of the government resources described in Section VI of this policy (e.g. the Office for Civil Rights, the Massachusetts Commission Against Discrimination, or the Equal Employment Opportunity Commission, etc.).

For concerns regarding Sexual Misconduct (sexual assault, sexual exploitation, and incest), Dating Violence, Domestic Violence, or Stalking, please see the Sexual Misconduct, Dating/Domestic Violence, and Stalking Policy. For complaints relating to disability accommodations, please see the policy on Complaints Relating to Disability Accommodations.

Mount Ida College reserves the right to make changes to this policy as necessary and once those changes are posted online, they are in effect. Students and employees are encouraged to check online at www.mountida.edu/titleix or check with Human Resources (employees) or the Director for Equity Compliance for the updated version. If government regulations change in a way that impacts this policy, this policy will be construed to comply with government regulations in their most recent form.

II. Scope

This policy applies to all students, employees and any other individuals who participate in the College's programs or activities. This policy applies to conduct occurring on campus and to any and all off-campus College programs, activities or events (including, but not limited to any national or international College-sponsored or College-led trips). In addition, this policy applies to conduct that occurred off-campus and creates or contributes to a [Hostile Environment](#) on-campus for students, employees or other community members.

Under some circumstances, the person accused of prohibited discrimination may be an outside third party who is not affiliated with Mount Ida College, and the College's ability to respond may be affected by the level of control and jurisdiction the College has over that unaffiliated individual. While the College may have limited ability to take direct action against an outside third party, the College will provide [Support Measures](#) and take steps to assist the complainant³ (and to the extent applicable, the larger campus community).

III. Responsible Employees and sex/gender-based discrimination

A [Responsible Employee](#) who becomes aware of possible sex/gender-based discrimination must report to the [Title IX coordinator](#) all relevant details (as determined by the Title IX coordinator). Failure to properly report such incidents may result in disciplinary action up to and including termination. The Title IX coordinator will ensure that the situation is addressed according to this policy.

Information shared with a [Responsible Employee](#) will be shared with people involved in the College's response to the report on a need-to-know basis. A Responsible Employee should not share information with law enforcement against the wishes of the disclosing individual, unless required by

³ "Complainant" refers to the person bringing forward a complaint about a possible violation of this policy.

law or if necessary to address a safety concern. All faculty and almost all staff are Responsible Employees; for more information, see the definition in Section VII below.

[Responsible Employees](#) should disclose the extent of their reporting obligations to disclosing individuals and provide them with [confidential resources](#).

If the disclosing individual wants to tell the [Responsible Employee](#) what happened but does not want the College resolution process to take place, the employee should tell the individual that the College will consider the request, but cannot guarantee that the College will be able to honor it (see below for more information on [Requesting No Resolution Process](#)). In reporting the details of the incident to the [Title IX coordinator](#), the Responsible Employee will also inform the Title IX coordinator of the disclosing individual's request for no resolution process.

IV. Request for No Resolution Process

If an individual discloses prohibited discrimination but requests that the College not initiate the resolution process, the College administration must weigh that request against the College's obligation to provide a safe, non-discriminatory environment for all students and employees, including the disclosing individual. Accordingly, while the College strives to honor the disclosing individual's request for no resolution process whenever possible, there are times when the College may not be able to honor that request.

If the College does honor the request for no resolution process, this means that the College will not initiate a resolution process, and no disciplinary action will be taken. It also means that the College will not reveal the disclosing individual's identity to the respondent. The College's ability to meaningfully respond to the incident may be limited, though the College may take steps to limit the effects of the incident and prevent its recurrence. A disclosing individual who at first requests that no resolution process take place may later decide to pursue the resolution process with the College (or report the incident to police, in the event conduct is also criminal) and thus have the incident fully investigated.

The [Director of Equity Compliance](#) or designee is responsible for evaluating requests for no resolution process. When weighing a disclosing individual's request for no resolution process, the Director of Equity Compliance or designee will consider a range of factors, including the increased risk that the respondent will commit additional acts of discrimination, such as:

- whether there have been other discrimination reports about the same respondent;
- whether the reported discrimination was particularly severe;
- whether the respondent has records indicating a history of discrimination;
- whether the respondent threatened further discrimination against the victim or others; and
- whether the disclosing individual is a minor.

The presence of one or more of these factors could lead the College to initiate the resolution process. If none of these factors is present, the College will likely respect the disclosing individual's request for no resolution process. If the College determines that it must investigate, the College will make a reasonable effort to inform the disclosing individual prior to starting the process.

[Retaliation](#) against the disclosing individual, whether by students or College employees, is a violation of this policy and will not be tolerated. The College will remain ever mindful of the disclosing individual's wellbeing, and will provide [Support Measures](#) as needed.

V. Resolution Process

This section explains the College process for addressing potential violations of this policy. The procedures below provide for a prompt, equitable, fair, thorough, and impartial process from beginning to end.

At times, the procedures for students differ from the procedures for employees. These differences are noted where applicable. Where an incident involves both employees and students, the [Director of Equity Compliance](#) or designee, in consultation with the Chief Human Resources Officer and/or the Vice President for Student Affairs, will decide whether the student procedure or the employee procedure will govern. Typically, the employee procedure will govern when the respondent is an employee and the student procedure will govern when the respondent is a student. For the purposes of these procedures, parties who are primarily students but also employees ("student employees") will typically be considered students, and parties who are primarily employees but also take classes will typically be considered employees. If a question arises of whether a party should be considered a student or employee for purposes of selecting the most appropriate procedure, the [Director of Equity Compliance](#) or designee, in consultation with the Chief Human Resources Officer and/or the Vice President for Student Affairs, will make this determination. Regardless of which procedure governs, parties who are both students and employees may receive both employee and student sanctions and remedies.

A. Informal Resolution Process

The informal resolution process is not a disciplinary proceeding, but rather involves finding a solution that is agreeable to the complainant, the respondent, and the College. To pursue the informal resolution process, contact the [Director of Equity Compliance](#) (see contact information in Section VI A below). Employees may also contact the Chief Human Resources Officer, who would then inform the Director of Equity Compliance of the situation. The Director of Equity Compliance or designee will meet with the complainant to review the circumstances and details of the concerns. The Director of Equity Compliance or designee will determine the specific informal approach that will be undertaken to address the concerns. Informal methods of resolution may include, but are not limited to: a meeting of and/or with the parties involved; mediation; counseling; or training. Where the respondent is an employee (but not a student employee), the Director of Equity Compliance will keep the Chief Human Resources Officer informed of the process and outcome.

The Director of Equity Compliance or designee will facilitate the informal resolution process and will be the main point of contact for the complainant and respondent throughout the process.

The College strives to conclude the informal resolution process as soon as practicable and ideally within 45 calendar days, though complicating factors such as the complexity of the situation and access to parties/information during school breaks may extend this timeframe. Parties may contact

the [Director of Equity Compliance](#) for status updates at any time. The Director of Equity Compliance, designated facilitator of the informal resolution process (if different), complainant, or respondent can elevate the informal resolution process to a formal resolution process at any time, even after the conclusion of the informal resolution process. Where the Director of Equity Compliance has designated another individual to undertake the informal resolution process, that individual will keep the Director of Equity Compliance informed of the process and outcome. Within 5 business days of the conclusion of the informal process, the Director of Equity Compliance or designee will provide simultaneous written notice to the complainant and respondent of the outcome, including a summary documenting the process.

B. Formal Resolution Process

1. Pursuing the formal resolution process

To pursue the formal resolution process, contact the [Director of Equity Compliance](#). Employees may also contact the Chief Human Resources Officer, who would then inform the Director of Equity Compliance of the situation. Complainants interested in pursuing the formal resolution process need not have initiated the informal resolution process first. The Director of Equity Compliance will conduct the investigation or assign another individual to conduct the investigation. Where the respondent is an employee (but not a student employee), the Director of Equity Compliance will keep the Chief Human Resources Officer informed of the process and outcome.

Any potential conflicts of interest should be communicated to the [Director of Equity Compliance](#) as soon as they become known. The Director of Equity Compliance will determine whether a conflict of interest exists, and if so, will assign a new investigator. If the potential conflict of interest is with the Director of Equity Compliance, an administrator without a potential conflict of interest who is either a College Dean, a Vice President, the President, or the Chief Human Resources Officer will determine whether a conflict of interest exists, and, if so, will assign a new investigator.

2. Initial review and notice to the respondent

The [Director of Equity Compliance](#) (or assigned investigator) will conduct an initial review, gathering sufficient information from the complainant to understand the nature of the situation and to determine whether the behavior alleged is a policy violation. If the behavior alleged is a policy violation, the Director of Equity Compliance (or assigned investigator) will notify the respondent (if there is an identifiable respondent) of what s/he is being accused within 5 business days of the completion of the initial review. If additional accusations arise during the investigation, the investigator will conduct an initial review of these as described above, and will notify the respondent of these additional accusations within 5 business days of the completion of the subsequent initial review.

3. Availability of interim Support Measures

Any involved parties, including the complainant, the respondent, and any witnesses, can contact the [Director of Equity Compliance](#) throughout the process to request [Support Measures](#), or to report retaliatory behavior.

4. Investigation

The [Director of Equity Compliance](#) will ensure that the investigation is prompt, fair, and impartial.

The Director of Equity Compliance (or assigned investigator) will schedule interviews with the complainant, the respondent, and anyone who the investigator believes may have relevant information, including any witnesses and experts.

Complainants and respondents will have the opportunity to offer relevant information, including evidence and witnesses. The Director of Equity Compliance (or assigned investigator) may review information such as text messages, video footage, etc. The Director of Equity Compliance (or assigned investigator) will determine the scope of the investigation.

5. Determination of responsibility

The Director of Equity Compliance (or assigned investigator) will review the evidence gathered in the investigation and use a [Preponderance of the Evidence Standard](#) to determine whether there was a policy violation.

6. Sanctions, remedies, and notice

(1) Student procedure

In the event the respondent is found Not Responsible for a violation, the Director of Equity Compliance (or assigned investigator) will, within 5 business days of the determination, simultaneously notify the complainant and respondent in writing of the outcome and the option to appeal.

In the event the respondent is found Responsible for a violation, the Vice President for Student Affairs or designee will determine the sanctions and any remedies in consultation with the [Director of Equity Compliance](#). Where the respondent is also a student employee, the Chief Human Resources Officer will determine any employee sanctions or remedies. Within 5 business days of the determination of any sanctions or remedies, the Director of Equity Compliance or designee will simultaneously notify the complainant and respondent in writing of the outcome and the option to appeal. Some examples of sanctions include: behavioral contract; education program/service project; probation; removal from College housing; suspension; or dismissal. For a full list of sanctions, see the “Sanctions” section of the [Student Conduct Process](#) in the [Student Handbook](#). Some examples of remedies include [Support Measures](#) and educational opportunities.

(2) Employee procedure

In the event the respondent is found Not Responsible for a violation, the Chief Human Resources Officer or designee will, within 5 business days of the determination, simultaneously notify the complainant and respondent in writing of the outcome and the option to appeal.

In the event the respondent is found Responsible for a violation, the Chief Human Resources Officer or designee will determine the sanctions and any remedies in consultation with the [Director](#)

[of Equity Compliance](#). Where the respondent is also a student, the Vice President for Student Affairs or designee will determine any student sanctions or remedies. Within 5 business days of the determination of any sanctions or remedies, the Chief Human Resources Officer or designee will simultaneously notify the complainant and respondent in writing of the outcome and the option to appeal. Available sanctions include: termination; leave with or without pay; reassignment; non-renewal of a contract; probation; performance improvement plan, demotion, loss of annual pay increase, behavioral contract; service assignment; educational program/service project; and written and/or verbal warning. Some examples of remedies include [Support Measures](#) and educational opportunities.

7. Appeals

Complainants or respondents can appeal the decision in writing to sshah@mountida.edu with the subject line “APPEAL” within 5 business days of receipt of written notice of the findings if and only if:

1. The original investigation was not conducted in conformity with this procedure and the deviation was material; and/or
2. There are new, relevant facts sufficient to alter the decision, that were not brought out in the original investigation, and could not have been known to or available to the appellant at the time of the original investigation.

The [Director of Equity Compliance](#) will designate an administrator to decide the appeal, typically the Chief Human Resources Officer for student respondents and the Vice President for Student Affairs for employee respondents. In the event of a conflict of interest, an administrator who did not act as the designated investigator will decide the appeal. This appeals officer will notify both parties in writing of receipt of the appeal as soon as practicable. In the appeals process, the appeals officer will conduct a paper file review of the case. The appeals officer may, in his or her sole discretion, take one of the following possible actions:

- dismiss an appeal request as untimely or for failure to state proper grounds for appeal.
- grant an appeal and uphold or modify the outcome of the case.

Any decisions made by an appeals officer will not be appealable.

The appeals officer will provide simultaneous written notice of the outcome to the complainant and respondent as soon as practicable, and ideally within 15 business days.

8. Interim restrictions

In certain serious circumstances, such as to ensure the health, safety, or well-being of members of the college community, or to prevent the disruption of, or interference with, the normal operations of the College, a respondent may be suspended or face restrictions in activities prior to a determination of responsibility. Interim restriction decisions will be made by the Director of Equity Compliance in consultation with the Vice President for Student Affairs for student respondents, or the Chief Human Resources Officer for employee respondents.

9. Timeframes

The College strives to conclude the formal resolution process (excluding appeals) within 60 calendar days, though complicating factors such as the complexity of the investigation, the severity and extent of the alleged conduct, and access to information including witnesses or evidence during school breaks may extend this timeframe. The complainant or respondent may contact the [Director of Equity Compliance](#) throughout the process to receive a status update.

VI. Resources for Assistance

The list below provides contact information for resources identified and explained in this policy in addition to other resources that may be of help to those potentially experiencing or being accused of discrimination. **Starred (*) resources provide confidential services.**

A. On Campus Resources

Campus Police: Available at 617-928-4777 or x4777 from any on-campus telephone; or by using one of the blue light phones across campus. Campus Police can provide immediate assistance to a survivor, including arranging for transportation to the hospital, ensuring the survivor has safe housing on campus, and assisting with pursuing criminal charges. They also investigate cases and can forward them to the District Attorney's (DA's) office to consider prosecution. There are certified Sexual Assault Investigators on the police force who have received special training on responding to and investigating sexual assault. These special investigators and any member of Campus Police can explain rights and options.

***Counseling Center:** Available at 617-928-4599 or x4599 from any on-campus telephone. Counseling services are available for Mount Ida College students during weekdays at Appleton House from 8:30 a.m. to 4:30 p.m. There is also an on-call counselor during after-hours every day students are in residence. The after-hours Counselor may be reached by contacting Campus Police at 617-928-4777 or x4777 from any on-campus telephone, or by contacting a Residence Life staff member. The student does not need to disclose the reason that they would like to speak to a counselor. The staff person or police officer will arrange for the contact to occur.

Human Resources: Available at 617-928-4574 or x4574 from any on-campus telephone. Human Resources is available for Mount Ida College employees during weekdays at Holbrook Hall from 8:30 a.m. to 4:30 p.m.

Student Financial Services: Available at 617-928-4785 or 617-928-4750, or x4785 or x4750 from any on-campus telephone. Student Financial Services is available for Mount Ida College students during weekdays from 8:30 a.m. to 4:30 p.m. at Holbrook Hall, and provides guidance on applying for financial aid, financing options such as loans or payment plans and information relating to billing charges and payments.

***Student Health Services:** Available at 617-928-4599 or x4599 from any on-campus telephone. Health Services is available for Mount Ida College students during weekdays from 8:30 a.m. to 4:30 p.m. at Appleton House, and provides medical care including STD/STI screenings and pregnancy tests.

Director of Equity Compliance: Sonia Shah, available at 617-928-4024, sshah@mountida.edu, Shaw Hall 2nd Floor Room 4. The Director of Equity Compliance serves as the College's Title IX/504/ADA Coordinator and is available to receive discrimination complaints, process pregnancy-related assistance requests, and inquiries concerning the College's policies, compliance with applicable laws, statutes, and regulations (such as Title VI and Section 504 and Title IX, which prohibits discrimination on the basis of sex).

B. Off Campus Resources

***Boston Bar Association Lawyer Referral Service:** Provides referrals to private attorneys available at www.bostonbarlawyer.org or 617-742-0625.

***Employee Assistance Program (EAP):** Provides free, confidential short-term counseling and referrals for employees, available 24/7 at 800-451-1834.

***Massachusetts Bar Association Lawyer Referral Service:** Provides referrals to private attorneys, available at www.masslawhelp.com or 617-654-0400.

C. Municipal, State & Federal Government Resources

Newton Police: Investigates criminal reports of Newton-based crimes and has concurrent jurisdiction with Campus Police for crimes that happened at Mount Ida College.

<http://www.newtonpolice.com/>

1321 Washington Street
Newton, MA 02465
617-796-2100

Massachusetts State Police: Investigates criminal reports against campus and municipal police officers.

<http://www.mass.gov/eopss/agencies/msp/>

General Headquarters
470 Worcester Road
Framingham, MA 01702
508-820-2300

U.S. Department of Education, Office for Civil Rights (OCR): Works to end gender-based discrimination in schools and investigates grievances.

<http://www2.ed.gov/about/offices/list/ocr/index.html>

5 Post Office Square, 8th Floor
Boston, MA 02109
617-289-0111

Massachusetts Commission Against Discrimination (MCAD): Works to end discrimination in Massachusetts and investigates grievances.

<http://www.mass.gov/mcad/>

John McCormack Building
One Ashburton Place
Sixth Floor, Room 601
Boston, MA 02108
617-994-6000

Equal Employment Opportunity Commission (EEOC): Works to end discrimination federally and investigates grievances.

www.eeoc.gov

JFK Federal Building
475 Government Center
Boston, MA 02203
800-669-4000

VII. Policy Definitions

Discrimination: Treating someone (or a group) less favorably based on membership in a *protected class*.

Protected classes include: race, color, sex (which includes pregnancy), sexual orientation, gender identity, religion, disability, age, genetic information, active military or veteran status, familial status, marital status, ancestry, or national or ethnic origin.

Discrimination based on gender identity includes discrimination based on a person's actual or perceived sex, gender expression, and nonconformity with gender stereotypes.

Harassment: Harassment is unwelcome *offensive conduct* that is based on a *protected class* where 1) enduring the offensive conduct becomes a condition of continued employment, or 2) the conduct is severe or pervasive enough to create a *hostile environment*.

Petty slights, annoyances, and isolated incidents (unless extremely serious) will not typically rise to the level of harassment.

Offensive conduct may include, but is not limited to, offensive jokes, slurs, epithets or name calling, physical assaults or threats, intimidation, ridicule or mockery, insults or put-downs, offensive objects or pictures, and interference with work performance.

Protected classes include: race, color, sex (which includes pregnancy), sexual orientation, gender identity, religion, disability, age, genetic information, active military or veteran status, familial status, marital status, ancestry, or national or ethnic origin.

Harassment based on gender identity includes harassment based on a person's actual or perceived sex, gender expression, and nonconformity with gender stereotypes.

Harassment can occur in a variety of circumstances, including, but not limited to, the following:

- The harasser can be the complainant's supervisor, a supervisor in another area, an agent of the employer, a co-worker, a professor, a student, or a non-employee or non-student.
- The complainant does not have to be the intended target of the harassment, but can be anyone affected by the offensive conduct.
- Harassment may occur without economic injury to, or discharge of, the complainant.

Hostile Environment: Exists if misconduct 1) creates an environment that is intimidating, hostile, humiliating, or offensive to reasonable people and to the complainant, or 2) is sufficiently serious that it interferes with or limits a person's ability to participate in or benefit from the College's offerings. Factors indicating the severity, persistence, and pervasiveness of the behavior are considered in determining whether there is a Hostile Environment. The more severe the behavior, the less need there is to show a repetitive series of incidents to prove a Hostile Environment, particularly if the misconduct is physical.

Preponderance of the Evidence Standard: if it is more likely than not that there was a violation. Also described as 51% certainty that there was a policy violation.

Responsible Employee: A Mount Ida College employee who has the duty to report incidents of sex/gender-based discrimination, as well as incidents of Sexual Misconduct, Dating/Domestic Violence, and Stalking, or who a student could reasonably believe has this authority or duty. Disclosures of sex/gender-based discrimination and/or Sexual Misconduct, Dating/Domestic Violence, or Stalking made in the course of Human Subjects Research do not trigger the Responsible Employees' duty to report. The College's Responsible Employees include:

- All employees of the College—including faculty and staff—who are not also primarily students, except for mental or medical health care providers including those in the Counseling Center, Health Services, and Athletic Department acting in their capacity as health care providers at the time of disclosure.
- The following student employees:
 - Resident Assistants (RAs)
 - Orientation Ambassadors (OAs)
 - Campus Center Building Managers
 - Resident Life Work Study Students
 - Design Mentors

Retaliation occurs when an *adverse action* is taken against a *covered individual* because he or she engaged in a *protected activity*.

An *adverse action* is an action taken to try to keep someone from opposing misconduct, or from participating in a legal or school-based resolution process. Examples of adverse actions include:

- employment actions such as termination, refusal to hire, and denial of promotion;
- other actions such as threats, intimidation (using power or authority to influence another or instilling fear in another such as through implied threats), unjustified negative evaluations, unjustified negative references, or increased surveillance; and

- any other action such as an assault or unfounded criminal or policy-based accusations that are likely to deter reasonable people from pursuing their rights.

A *covered individual* is an individual who has opposed practices that are violations of this policy, participated in a college-based resolution process or a legal process, or requested [Support Measures](#). Individuals who have a close association with someone who has engaged in such protected activity also are covered individuals.

Protected activity includes:

- reporting a possible violation of this policy to the College;
- reporting a possible crime to police;
- participating in any investigation or inquiry related to a violation of this policy;
- acting to support or assist an individual reporting or participating in an investigation of a violation of this policy;
- acting to oppose discrimination based on a protected class; and
- requesting [Support Measures](#).

Examples of Retaliation:

- A member of a popular student organization is accused by another student of violating this policy. Members of the student organization not involved in the situation take it upon themselves to stand outside the complainant's door in the residence hall and then follow her around campus.
- A student who reported a possible violation of this policy by a professor is given a low grade by the professor for having made the report.
- A staff member who reported another staff member for a possible policy violation arrives in the morning to find a note on his chair that says, "keep going if you want everyone else to find out you're gay."
- A faculty member who participates in a school-based resolution process receives a negative performance evaluation for having participated.

Sexual Harassment: *Unwelcome* sexual advances, requests for sexual favors, and verbal or physical conduct of a sexual nature when:

- submission to or rejection of such advances, requests or conduct is made either explicitly or implicitly a term or condition of employment or as a basis for employment decisions; or
- such advances, requests or conduct have the purpose or effect of creating a *hostile environment*.

Conduct is *unwelcome* when a person does not request or invite it and considers it to be undesirable or offensive. Unwelcome behavior does not have to include intent to harm, be directed at a specific target, or involve repeated incidents. Unwelcome behavior can involve persons of the same or opposite sex. Participation in the activity or the failure to complain does not always mean that the behavior was welcome. The fact that a person may have welcomed certain behavior does not necessarily mean that the person welcomed other behavior. Also, the fact that a person requested or invited behavior on one occasion does not necessarily mean that the behavior is welcome on a subsequent occasion.

Examples of Sexual Harassment:

- Repeated unwelcome sexual advances, whether they involve physical touching or not.
- Repeated sexual jokes, written or oral references to sexual activity, gossip regarding one's sex life, comments on an individual's body, and/or comments about an individual's sexual activity, deficiencies, or prowess.
- Direct or implied threats that indicate that submission to sexual advances will be a condition of employment, work status, promotion, grades or letters of recommendations.
- Persistent and unwelcome requests for dates.
- Unwelcome and repeated emails, texts or telephone calls of a sexual nature.
- Discriminatory, degrading or insulting statements about actual or perceived sex.

Support Measures: Assistance accessing available resources that address safety, wellbeing, and academic/workplace needs such as: advocacy; safety planning; no contact orders; assistance with reporting to police; legal assistance; changing classes; withdrawing from classes; extra time to complete coursework or work assignments; changes to transportation; health or mental health services; disability services; and moving to a different residence hall or office. Support Measures are available when a complainant requests them and if they are reasonably available, regardless of whether the complainant pursues a College and/or police investigation. Information about Support Measures will only be shared with people involved in implementing the Support Measures on a need-to-know basis.