

## Harassment and Hazing Policy

Magdalen College is committed to providing equal opportunities to all persons based on individual merit, competence, and need and does not discriminate or permit discrimination based on race, color, sex, national origin, age, physical or mental disability, pregnancy, veteran status, or other characteristics protected by applicable law. This policy applies to all terms and conditions of enrollment.

### Harassment

Magdalen College seeks to promote and maintain a campus environment free from harassment. The College prohibits harassment of one student or employee by another student or employee of the College on any of the bases stated above. Any employee of the College or student who harasses another on any of the bases stated above will be subject to discipline, up to and including expulsion.

The College defines harassment as:

Verbal and physical conduct that denigrates or shows hostility or aversion toward an individual because of his or her race, color, sex, pregnancy, national origin, age, religion, disability, or veteran status or that of his or her relatives, friends, or associates, and that

- 1) Has the purpose or effect of creating an intimidating, hostile, or offensive environment, 2) has the purpose or effect of unreasonably interfering with an individual's performance as a student, or
- 3) Otherwise adversely affects an individual's opportunities at the College.

It is not possible to list all of the circumstances and behaviors that may constitute unlawful harassment in violation of the College's policy. The following, however, are some examples of conduct that, if unwelcome, might constitute harassment depending upon the circumstances, including the severity of the conduct and its pervasiveness:

- Epithets, slurs, negative stereotyping or threatening, intimidating, or hostile acts that relate to race, color, gender, national origin, pregnancy, age, disability, or veteran status; and
- Written or graphic material that denigrates or shows hostility toward an individual or group because of race, color, sex, pregnancy, national origin, age, disability, or veteran status that is placed upon walls, bulletin boards, or elsewhere on the College premises or in circulation in the residences.

If you believe that you have been subjected to harassment, please report the incident immediately to the Office of Student Life or a trusted College faculty/staff member. The matter will be promptly investigated and a proper course of action will be taken. Retaliation

against a student who complains in good faith about harassment, in accordance with this policy, will be handled as another form of harassment.

### **Sexual Harassment**

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal, physical, and nonphysical conduct of a sexual nature when

- 1) Submission to such conduct is made explicitly or implicitly a term or condition of employment or academic performance; or
- 2) Submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting that individual, or for awarding or withholding favorable employment or academic opportunity, evaluation, promotion, or assistance; or
- 3) Such conduct has the purpose or effect of unreasonably interfering with an individual's performance at work or in the classroom, or creates an intimidating, hostile, or offensive environment in which to work, to live, or to study.

Sexual harassment involves a wide range of behaviors from the actual coercion of sexual relations to unwelcome offensive comment, jokes, innuendoes, and other sexually-oriented statements and unwelcome emphasizing of sexual identity. Sexual harassment might be indirect or even unintentional. No person, employee, student, or third party, no matter what his or her title or position has the authority, expressed, actual, apparent, or implied, to bring on campus or otherwise display any written materials or pictures that are sexually suggestive or offensive in nature.

If a student believes that he/she has been subjected to sexual harassment, he/she should report the incident in accordance with the Reporting Procedure contained in this *Student Handbook*. The matter will be promptly investigated, and where it is determined that such inappropriate conduct has occurred, action will be taken to eliminate and to correct the conduct. Employees or students who violate this policy will be subject to disciplinary action, up to and including termination of employment or expulsion.

Retaliation against an employee or student who complains in good faith about sexual harassment in accordance with this policy is a violation of this policy, and is prohibited by law. If a student believes that he/she has been subjected to retaliation, he/she should report the incident in accordance with the Reporting Procedure contained in this *Student Handbook*.

### **Hazing**

Hazing or any activity that humiliates degrades or risks emotional and/or physical harm, regardless of the person's willingness to participate is strictly prohibited. Students found responsible for hazing will be suspended or expelled.