

Domestic-Dating Violence and Stalking Policy

Domestic Violence Policy

Domestic violence is abusive behavior that is physical, sexual and/or psychological and is intended to establish and maintain control over a partner.

Magdalen College will not tolerate domestic violence including harassment of any employee or student while on our campuses and other facilities. This includes physical, verbal and non-verbal threats, threatening behavior, related actions against Magdalen College employees, students, visitors, guests or other individuals by anyone on Magdalen College property that may result in physical or emotional injury or otherwise place one's safety and productivity at risk. Any employee or student who threatens, harasses or abuses someone at the institution or uses college resources such as work time, offices or classrooms, phones, fax machines, mail, email or other means to threaten, harass, or abuse someone may be subject to disciplinary action which may include dismissal and/or expulsion. Disciplinary action may also be taken against students or employees who are arrested, convicted or issued a permanent injunction as a result of domestic violence when such action has a direct connection to the student's performance or the employee's duties at the college.

Individuals who apply for or obtain a protective or restraining order that lists Magdalen College campus or other facilities as protected areas, should provide the Campus Security Authority with a copy of the related petition and declarations and/or the temporary or permanent protective or restraining order. Staff and students are directed to call the local 9-1-1- operator as a first response in case of an immediate threat or emergency situation.

Domestic violence victims and perpetrators are encouraged to tell a trusted instructor, co-worker, supervisor or manager, human resources and/or a Title IX Coordinator and/or Campus Security Authority about their situation and ask for assistance. Work schedule adjustments or leave may also be provided if necessary for assistance with domestic violence situations in compliance with state and federal law. All reports of domestic violence will be treated with confidentiality and respect for the privacy of the reporting individual(s) as far as is reasonable in compliance with federal and state law, and will be directed to the Campus Security Authority. Reports of employee misconduct will be immediately referred to the Chief Operating Officer. Reports of student misconduct will be immediately referred to the Office of Student Life. There will be no reprisals taken against an employee or student solely for being a victim of harassment in the workplace or as a member of the College community. Victims, witnesses, or other individuals involved who would like to request changes to academic, living, transportation, and working situations or to request protective measures should contact the Office of Student Life.

Dating Violence Policy

Dating violence (or “relationship abuse”) is emotional, psychological, physical, sexual, or financial abuse (or, sometimes, a combination of these) perpetrated over a sustained period of time in order to gain and/or maintain power and control in a dating relationship.

Magdalen College will not tolerate dating violence including harassment of any student while on our campuses and other facilities. This includes physical, verbal and non-verbal threats, threatening behavior, related actions against Magdalen College employees, students, visitors, guests or other individuals by anyone on Magdalen College property that may result in physical or emotional injury or otherwise place one’s safety and productivity at risk. Any student who threatens, harasses or abuses someone at the institution or uses college resources such as work time, offices or classrooms, phones, fax machines, mail, email or other means to threaten, harass, or abuse someone may be subject to disciplinary action which may include dismissal and/or expulsion. Disciplinary action may also be taken against students who are arrested, convicted or issued a permanent injunction as a result of dating violence when such action has a direct connection to the student’s performance at the college.

Individuals who apply for or obtain a protective or restraining order that lists Magdalen College campus or other facilities as protected areas, should provide the Campus Security Authority with a copy of the related petition and declarations and/or the temporary or permanent protective or restraining order. Staff and students are directed to call the local 9-1-1- operator as a first response in case of an immediate threat or emergency situation.

Dating violence victims and perpetrators are encouraged to tell a trusted instructor, co-worker, supervisor or manager, human resources and/or a Title IX Coordinator and/or Campus Security Authority about their situation and ask for assistance. Work schedule adjustments or leave may also be provided if necessary for assistance with domestic violence situations in compliance with state and federal law. All reports of domestic violence will be treated with confidentiality and respect for the privacy of the reporting individual(s) as far as it reasonable in compliance with federal and state law and will be directed to the Campus Security Authority. Reports of student misconduct will be immediately referred to the Office of Student Life and/or the Campus Security Authority. There will be no reprisals taken against an employee or student solely for being a victim of harassment in the workplace or as a member of the College community. Victims, witnesses, or other individuals involved who would like to request changes to academic, living, transportation, and working situations or to request protective measures should contact the Office of Student Life.

Students can find resources to off-campus professional physical and mental health resources through the Office of Student Life.

Stalking Incidents Policy

Stalking is a course of conduct directed at a specific person that would cause a reasonable person to feel fear. A “course of conduct” can be defined as a pattern of behavior composed of two or more acts over a period of time, however short, that evidence a continuity of purpose. A “reasonable person” standard asks if a reasonable person in similar circumstances would be made afraid by the perpetrator’s behavior. A reasonable person fear standard can help avoid various subjective perceptions of fear, as different people may not be fearful of the same things.

Magdalen College will not tolerate incidents of stalking including harassment of any employee or student while on our campuses and other facilities. This includes physical, verbal and non-verbal threats, threatening behavior, related actions against Magdalen College employees, students, visitors, guests or other individuals by anyone on Magdalen College property that may result in physical or emotional injury or otherwise place one’s safety and productivity at risk. Any employee or student who threatens, harasses or abuses someone at the institution or uses college resources such as work time, offices or classrooms, phones, fax machines, mail, email or other means to threaten, harass, or abuse someone may be subject to disciplinary action which may include dismissal and/or expulsion. Disciplinary action may also be taken against students or employees who are arrested, convicted or issued a permanent injunction as a result of stalking incidents when such action has a direct connection to the student’s performance or the employee’s duties at the college.

Individuals who apply for or obtain a protective or restraining order that lists Magdalen College campus or other facilities as protected areas, should provide the Campus Security Authority with a copy of the related petition and declarations and/or the temporary or permanent protective or restraining order. Staff and students are directed to call the local 9-1-1- operator as a first response in case of an immediate threat or emergency situation.

Victims of stalking, witnesses and perpetrators are encouraged to tell a trusted instructor, co-worker, supervisor or manager, human resources and/or a Title IX Coordinator and/or Campus Security Authority about their situation and ask for assistance. Work schedule adjustments or leave may also be provided if necessary for assistance with stalking situations in compliance with state and federal law. All reports of domestic violence will be treated with confidentiality and respect for the privacy of the reporting individual(s) as far as is reasonable in compliance with federal and state law, and will be directed to the Campus Security Authority. Reports of employee misconduct will be immediately referred to the Chief Operating Officer. Reports of student misconduct will be immediately referred to the Office of Student Life. There will be no reprisals taken against an employee or student solely for being a victim of harassment in the workplace or as a member of the College community. Victims, witnesses, or other individuals involved who would like to request changes to academic, living, transportation, and working situations or to request protective measures should contact the Office of Student Life.

Students can find resources to off-campus professional physical and mental health resources through the Office of Student Life.