

THE UNIVERSITY OF SCRANTON

REVISION & REPORTING  
Non-Discrimination &  
Anti-Harassment Policy



*A reference for students and employees who may have witnessed, experienced or been involved with bias or hate related harassment or discrimination.*

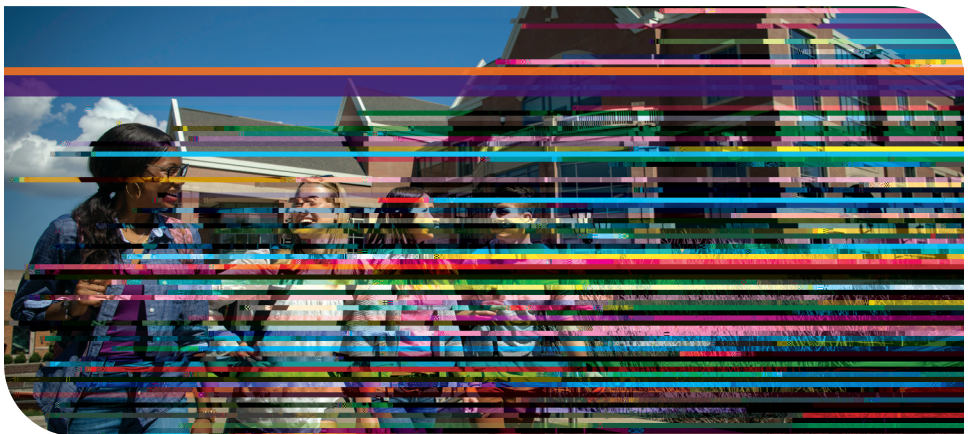
# Introduction

In the tradition of our Jesuit institution that strives for excellence, The University of Scranton is dedicated to providing a diverse and inclusive, learning, living, and working environment that is free of harassment and discrimination, and is committed to protecting the rights and dignity of all members of the University community and its guests. The University's Non-Discrimination and Anti-Harassment Policy governs these rights and can be found at:

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## Non-Discrimination & Anti-Harassment Policy: Reporting Information, Support & Resources

The University of Scranton is committed to cultivating a diverse and inclusive community in which each person feels a sense of belonging and care through mutual respect and accountability. Respect is necessary for the free exchange of ideas, to share our experiences, to listen to each other, and to debate civilly and constructively. The expression of controversial ideas and differing views is a vital part of University discourse. While this value of openness protects the expression of controversial ideas, it does not support or condone harassment, discrimination, or expression of bias or hate that violates University policy. The University is committed to maintaining an atmosphere in which the rights of every individual are recognized and respected. As such, discrimination or harassment based on race, color, religion, ancestry, gender, sex, pregnancy, sexual orientation, gender identity or expression, age, disability, genetic information, national origin, veteran status, or any other status protected by applicable law. Federal and State laws require the University to take appropriate steps upon becoming aware of reports of harassment, discrimination, bias and/or hate related to a protected class.



# Bias, Hate, Discrimination & Harassment: Definitions

## *What is a Bias or Hate Motivated Incident?*

A bias or hate motivated incident refers to language and/or behaviors which demonstrate bias against persons, actual or perceived, because of, but not limited to: race, color, religion, ancestry, gender, sex, pregnancy, sexual orientation, gender identity or expression, age, disability, genetic information, national origin, veteran status, or any other status protected by applicable law. Bias or hate motivated incidents may not rise to the level of a criminal violation, but they may be hurtful or harassing.

A bias incident may constitute a violation of the University's Policy: [available to tSc](#) 20.1 (available to tSc) 20.2 (available to tSc)

## *What is a Hate Crime?*

A hate crime is a criminal act motivated by ill will or hatred towards a victim's race, color, sex, religion, disability, national origin, gender, gender identity or sexual orientation.

## *What is Discrimination?*

The University's Policy defines discrimination as "denial of 2lm/hts pr

- . Has the purpose or effect of unreasonably interfering with an individual's work or educational performance;
- . Creates or has the intention of creating an intimidating, hostile, or offensive working and/or learning environment; or
- . Interferes with or limits one's ability to participate in or benefit from an educational program, activity or employment.

Unwelcome verbal or non-verbal communication and/or conduct can occur in person or via text message, e-mail or any form of social media and may include actions, threats, gestures, or words.

### ***What is a Protected Characteristic, Protected Category or Protected Class?***

Under the University's Non-Discrimination and Anti-Harassment Policy, these terms mean any individual characteristic of which harassment or discrimination is prohibited by law or policy. These characteristics include but are not limited to: race, color, national origin, religion, ancestry, sex, pregnancy, gender identity and expression, sexual orientation, age, disability, genetic information, national origin, veteran status, or any other characteristic protected by applicable law.

# Examples of Bias, Hate, Discrimination or Harassment

Conduct (based on a protected class or category) that may constitute harassment, bias or hate motivated incidents, or discrimination, includes, but is not limited to:

- Epithets, slurs, mocking, disparaging remarks, impressions, jokes, threats, negative stereotyping or other inappropriate communication.
- Threatening, intimidating or hostile acts.
- Assault, battery, other acts of violence, stalking, non-consensual physical touching, physically interfering with, blocking or impeding an individual's normal movement.
- Drawings, pictures, cartoons, doodles, derogatory posters, social media posting, other electronic, paper or media posting, placing, sharing, emailing or disseminating on walls, bulletin boards, email or elsewhere written or other graphic material that shows hostility or aversion to an individual or group.
- Threatening or offensive emails or use of social network site to threaten,



# Reporting an Incident

If you witness or experience bias, hate, harassment or discrimination as defined in the Policy, you have several reporting options. It is your decision to participate in a criminal process, the University process, both or neither, if you report.

## *Report to the University*

Harassment, bias, hate or discrimination based on a protected class (i.e. those described in the non-discrimination statement) are prohibited by the University and are violations of policy. In an effort to support individuals as well as the campus community, the reporting options below will initiate a response process by the University. If you wish to speak with someone for confidential support, please see the confidential resources listed in this guide.

## *Report to the Police*

Harassment, hate, bias or discrimination related incidents are not only University policy violations but may also be crimes. You are encouraged, but not required, to report these crimes to the police. If you choose, University officials will assist you in contacting the police. Call The University of Scranton Police Department [570.941.7777](tel:570.941.7777); or the City of Scranton Police [570.348.4134](tel:570.348.4134) or [911](tel:911) for an emergency.



## Interim Measures

Upon receipt of a report, the University will take reasonable and appropriate interim measures to protect the individuals involved and reduce further risk for members of our campus community. Examples of such measures may include, but are not limited to:

- Instituting an Administrative Directive for No-Contact between involved parties
- Limiting an individual's access to certain facilities or activities pending resolution
- Referring to counseling, health services, the Employee Assistance Program, and/or other campus resources
- Providing campus resources
- Altering the housing situation of the reporting or responding party
- Providing academic support services, such as tutoring
- Providing campus escorts
- Issuing interim suspensions pending an investigation and determination
- Any other measure which can be tailored to the involved parties to achieve the goals of the University's policy

## Possible Outcomes

Anyone who is found responsible for violating the Non-Discrimination and Anti-Harassment Policy may be assigned one or more administrative and/or developmental sanctions. In determining appropriate sanctions, the University considers the nature of the violation including the impact on the community and its members, the institutional sanctioning guidelines, the responsible party's prior disciplinary history, and the individual needs. Administrative sanctions range from disciplinary warning to expulsion or withholding of degree. Developmental sanctions include, but are not limited to educational activities, fines, restitution, supervised work/service, directives for no contact, mandatory counseling and/or advising.

## Support & Resources Related to Bias, Hate & Discrimination

### *In Case of Emergency*

The first priority for any individual is personal safety and well-being. In an emergency situation, the University encourages all individuals to seek immediate assistance from University Police, **570.941.7777**, the City of Scranton Police Department at **911**, and/or a medical facility. This is the best way to address immediate safety concerns while allowing for the preservation of evidence and an immediate investigative response.



If you experience or witness harassment, bias, hate or discrimination,

- Preserve all evidence. Do not clean, move or remove any evidence from the location of the incident.
- Write down the details you can recall about the incident and the assailant including any information related to previous concerning behavior or history.

## Confidential Resources

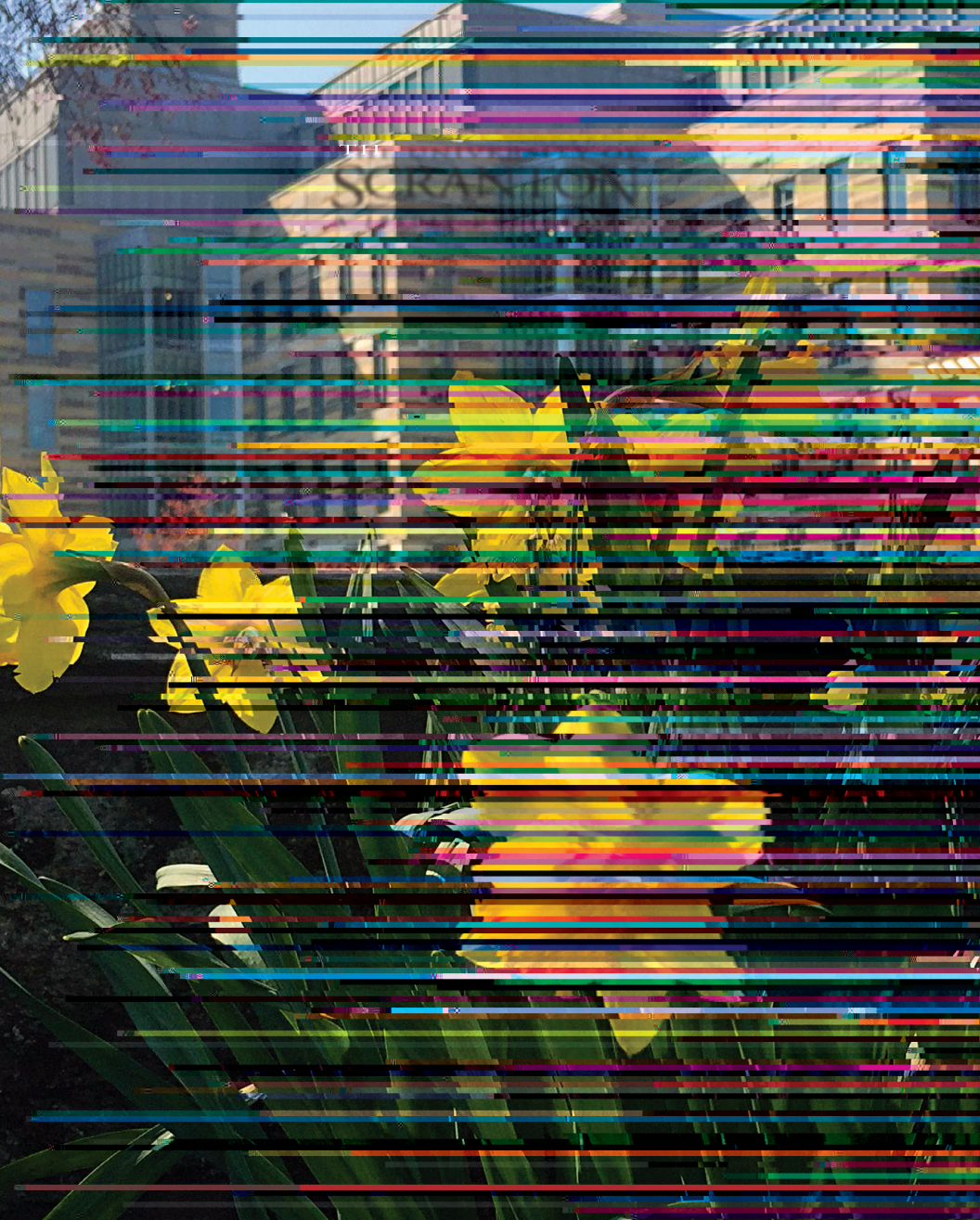
A person who desires confidentiality should make contact with one of the confidential resources/support services listed below. Information shared with a confidential resource does not have to be reported to the University, the Office of Equity and Diversity or law enforcement for investigation unless the individual disclosing the confidential resources later chooses to engage those resources.

- **The University of Scranton Counseling Center** • 570.941.7620, located on the 6th floor of O'Hara Hall, at the corner of Linden St. and Jefferson Ave., provides confidential counseling services to University students from **Monday - Friday 8:30 a.m. - 4:30 p.m.** during the academic year. Upon request, the Counseling Center will provide counseling as well as referrals to agencies off-campus.
- **Student Health Services** • 570.941.7667, located at the corner of Ned CID 38014.8001

# **Additional Resources & Support Services — *Private but Not Confidential***



## **Be an Active Bystander**



*The University of Scranton is committed to providing a safe and nondiscriminatory employment and educational environment. The University does not discriminate based on race, color, religion, ancestry, gender, sex, pregnancy, sexual orientation, gender identity or expression, age, disability, genetic information, national origin, veteran status, or any other status protected by applicable law. Sexual harassment, including sexual violence, is a form of sex discrimination prohibited by Title IX of the Education Amendments of 1972. The University does not discriminate on the basis of sex in its educational, extracurricular, athletic, or other programs or in the context of employment.*

[scranton.edu/equity-diversity](https://scranton.edu/equity-diversity)