



# GARRETT COLLEGE POLICY

**Policy Title:** Anti-Harassment/Discrimination Policy

**Policy #:** #2016

**Subject Area:** General/College Operations

**Applicable Procedure/#:** N/A

**Related Policies** *(If applicable-includes info. from HR Manual, old policies being updated, etc.):* #2017-Sexual Misconduct Policy and #2017-A-GC Safety and Security Sexual Misconduct Policy Guidelines 10/7/14.

## **HISTORY:**

**-Date drafted:** 9/30/2014; 10/7/14

**Recommended by:** Student Life and Services Committee

### **-Governance Review:**

- Committee: SL&SC Date: 9/30/2014
  - *If multiple committee review, list committees:* [Click here to enter text.](#)
- College Council: Yes  N/A  Date: 10/3/2014
- Executive Council: Yes  N/A  Date: 10/7/2014
- Board of Trustees: Yes  N/A  Date: 10/21/2014; and 11/18/14

**-Date Approved/In Effect:** 11/18/2014

**-Review Required/Compliance:** Yes  No

- *If yes, review schedule:* [Click here to enter text.](#)
- *If other, please specify:* [Click here to enter text.](#)

**-Date Revised:** [Click here to enter a date.](#)

## **PURPOSE:**

Garrett College is dedicated to ensuring all members of the college community- students, faculty, staff and administrators, the right to work and learn in an environment free from intimidation or coercion in any form. This policy's intended purpose is to promote an educational and work atmosphere free from the threat of harassment or assault.

## **POLICY STATEMENT:**

Garrett College prohibits harassment or discrimination against any person on the basis of race, ethnicity, religion, gender, age, sexual orientation, veteran status, or physical or mental disability. This policy applies to and includes, but is not necessarily limited to, access to employment, equitable employment practices, access to educational programs, and access to services for individuals in these protected classes. The College will abide by all applicable requirements of state and Federal law prohibiting harassment or discrimination, mainly Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964 and the Maryland Fair Employment Practices Act.

Specific categories of harassment and discrimination that fall under this policy include those in relation to hate crimes and sexual misconduct.

Hate Crime is defined as any act of intimidation, harassment, physical force or threat of physical force directed against any person, their property or advocate, motivated either in whole or in part by hostility to their real or perceived race, ethnic background, religious belief, sex, age, disability, gender identity or sexual orientation, with the intention of causing fear or intimidation; or with the intent to deter or resulting in the deterrence of the free exercise or enjoyment of any rights or privileges



## GARRETT COLLEGE **POLICY**

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secured by the Constitution or the laws of the United State or Maryland whether or not performed under color of law.

Sexual Misconduct includes, but is not limited to, the following prohibited forms of discrimination and harassment: sexual harassment, gender-based harassment, sexual assault, non-consensual sexual contact, sexual exploitation, dating violence, domestic violence, and stalking.

All reported violations of this policy will be investigated and adjudicated according to College policy (through Student Code of Conduct or Human Resources Manual).