

- to provide guidelines for appropriate use of a Guest Registration Card/Pass.

Harassment, Threats, Disruption to Community

Harassment is conduct that has the effect of creating an intimidating, hostile, or offensive environment for others, interfering with the academic performance or co-curricular activity of a student, or the work performance of a faculty or staff member. Harassment, threats, and/or in-

timidation towards fellow students, staff, faculty, and/or community members will not be tolerated. Complaints under this category may include:

1. Conduct that threatens the health or safety of a person or persons at the College;
2. Conduct that damages or threatens to damage property of the College or property owned by person or persons at the College;
3. Conduct that substantially disrupts or threatens to substantially disrupt a person's or persons' right of access to the academic program and/or disrupts other students' ability to engage in customary functions and activities in the academic or residential communities.

Students in violation of this policy may be referred to the Conduct Process or to the process outlined in the Involuntary Leave Policy. Sanctions for such harassment, threats, disruption to the community range from warning to dismissal from the College.

Any retaliation or retribution directed against an individual with a complaint of harassment, sexual or otherwise, will be treated as a separate act of harassment and, if proven, may result in sanctions up to and including expulsion from the College.

The College does not, however, require individuals who believe they have been subjected to discrimination or harassment to resolve the matter on their own. Students have the right to use the grievance procedures outlined in the **Conduct Processes** section of this on-line Student Handbook or to file charges with the College Hearing Board for complaints regarding any form of discrimination or harassment. The College regards all forms of discrimination or harassment as serious offenses.

A violation of this policy could result in suspension

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Author: Campus Safety, Dean of Students

Revised:

Rationale:

- to create an environment free from harassment or intimidation;
- to provide resources to those who feel harassed;
- to inform students of possible responses to such acts.

Hate Crimes and Bias-Motivated Incidents Policy

Statement of Purpose

This Protocol serves three purposes. First, it outlines options available for targeted individuals and groups to report bias-motivated incidents and/or hate crimes. Second, this protocol describes the general procedures for acting upon the reports. And, third, it recognizes and validates the importance of the Grinnell College Nondiscrimination Policy that the College “does not discriminate on the basis of race, color, ethnicity, national origin, age, sex, gender, sexual orientation, gender identity or expression, marital status, veteran status, pregnancy, childbirth, religion, disability, creed or any other protected class.”

The Protocol applies when students are the targets. Faculty members who have been the target of a bias-motivated action and/or hate crime should contact the Dean of the College. Staff members should contact Human Resources.

Why do bias-motivated actions and hate crimes require a special protocol? While the College does not condone any sort of bigotry, bias-motivated actions and hate crimes are particularly destructive because they threaten the safety of anyone who shares the identifying or perceived characteristics of the individual or group specifically targeted—regardless of the relationship to the actual target. Bias-motivated actions and hate crimes erode the sense of community required to learn actively and cooperatively.

Definitions

This protocol provides direction for how to react to two types of events. In this protocol we refer both to a **hate crime**, which is a *criminal act* that is committed against a protected class, and to a **bias-motivated incident**, which is an *expression* of hostility toward, a person, group, or property thereof because of such person’s (or group’s) identifying or perceived race, ethnicity, national origin, age, sex, gender, sexual orientation, gender identity or expression, marital status, veteran status, pregnancy, childbirth, religion, disability or creed. The distinc-