

the broader world, and where sensitivity to and respect for non-western cultures is embraced.

Harassment and Bias Incidents

As members of this community, students are expected to refrain from any verbal or physical acts of harassment or discrimination.

A **bias incident** is a threatened, attempted, or completed action that is motivated by bigotry and bias regarding a person's real or perceived race, religion, national origin, ethnicity, sexual orientation, disability, or gender status. Example of these incidents include name calling, offensive language/acts, graffiti, or inappropriate gestures/behavior.

A **hate crime** is a criminal act, including physical assault or vandalism, in which the victim is a target because of his/her real or perceived race, religion, national origin, ethnicity, sexual orientation, disability, or gender. Such acts include, but are not limited to, slurs of any kind, verbal or physical harassment, the defacing or destruction of property, intimidation, or any behavior which calls attention to the differences of another person in a manner that prevents or limits his/her academic and/or personal freedom.

An opinion expressed in conversation, in a classroom or in any public forum is quite different from a discriminatory or harassing remark addressed to an individual or group. The former is at the interest of the educational venture; the College seeks to establish the free and open exchange of ideas in its curricular and co-curricular endeavors. However, since the College also believes in the worth and dignity of every individual, hate speech of any kind cannot be tolerated. Hate speech, whether obscene, derogatory or harassing, is not a means of resolving conflict among people.

Sexual harassment is a form of unlawful discrimination and is defined to include unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature. Sexual harassment may involve pressure from a person of either gender against a person of the same or opposite gender. Most sexual harassment falls into three categories:

(1) Verbal harassment may include, but it is not limited to the following behaviors:



- a. Sexual innuendoes, comments, or remarks about an individual's clothing, body, sexual activities or sexual orientation;
 - b. Suggestive or insulting sounds or body motions or humor and jokes of a sexual nature;
 - c. Offensive sexual flirtations, sexual propositions, or other pressure for sexual intimacy;
 - d. Implicit or explicit threats to engage in unwelcome acts of sexual nature.
- (2) Physical harassment may include but is not limited to, the following behaviors:
- a. Unwelcome actual or attempted patting, pinching or inappropriate touching or feeling;
 - b. Unwelcome actual or attempted kissing or fondling;
 - c. Coerced sexual activity;
 - d. Assault.
- (3) Sexually demeaning or offensive displays may include but are not limited to demeaning or suggestive photographs, cartoons, or graffiti, which create a hostile work or educational environment.

If you have been a victim of harassment, a bias incident or hate crime, or have witnessed a situation, please report it to the Vice President and Dean of Students Office or Campus Safety immediately. Do not touch any evidence (keep the voice mail message or e-mail message; don't wash away the graffiti; don't clean up the vandalism, etc.).

When you report these situations, you can include your name or submit the information anonymously. However, please realize that if you choose to remain anonymous, it does make it more difficult to thoroughly investigate the situation. The College is sensitive about the need for confidentiality in every situation. Cases of this nature will be adjudicated in a timely manner through the Campus Judicial System. Educational sanctions could be levied for those responsible for such acts, and sanctions could include suspension or dismissal from housing and/or the College.

You can report an incident by completing a Bias Incident Report Form which can be picked up from a Resident Assistant, Resident Director, The Office of Student Life, The Office of Ethnic Diversity Affairs, The Office of Campus Involvement, The Office of International Student Support, Campus Safety, or The Health and Counseling Center. To report an incident in person, you should immediately contact the Office of Student Life in Bates Hall.

If a student feels they have been harassed by a faculty or staff member (including sexual harassment), they should contact Caryl Lopez, Hiram's Harassment Policy Officer. Her office is in the Weekend College on the second floor of Hinsdale and her phone number is 5161.

If an incident of bias or harassment occurs during an off-campus program, contact the program leader immediately, or inform another party so they can assist and report as needed. All on-campus policies apply to off-campus programs.

Dissent and Disruption

Hiram College is committed to maintaining a community that permits students, faculty, and staff to pursue their goals without interference or disruption. The College recognizes