

Harassment

Hanover College is a principle-based community that seeks to promote the academic, personal, and moral growth of its members within a safe, challenging and responsive environment. As such, the College seeks to maintain an environment in which individuals can live, learn and work free from discrimination and harassment of any kind. Such behavior is an affront to the whole community and a betrayal of the ideals of community which the College seeks to foster. The Hanover College Principles leave no room for behavior that denies a person or persons the full and free exercise of their rights and privileges as members of the College community or creates an intimidating or hostile environment. Specifically, principles 2, 5, 6 and 9 have this to say:

- I will participate in the open and free exchange of ideas necessary for a meaningful education and a successful democracy.
- I will work to create a safe campus community, free from unjust coercion, harassment, and other threats to persons or property.
- I will practice honesty toward, tolerance of, and compassion for others, working to support the well-being of other members of the College community.
- I will know and adhere to the rules of the College and to state and federal laws, accepting accountability for my own actions and encouraging others to be accountable for theirs.

Discrimination and harassment of any kind conflict with the educational and communal interests of the College. Sexual harassment is a particular form of harassment that falls under a different College policy (for Sexual Harassment Policy please see the policy stated above). This policy deals with student-on-student harassment. If a student feels s/he has been harassed by an employee or vendor of the college, s/he should refer to the policy in the Faculty/ Staff Handbook.

Harassment is defined as follows:

Acts which have the effect of harming, intimidating, or humiliating a member of the community, through the use of physical force, the threat of force, or verbal, visual, or physical abuse, on the basis of race, color, religion, gender, gender identity, marital status, sexual orientation, national origin, age, disability or any other characteristic protected by law. These acts can also be based on no one specific characteristic or combination of characteristics protected by law, but can also be acts which have the effects listed above and violate the basic respect that we owe to one another as members of the Hanover College community.

Because the College affirms the right to freedom of expression, speech and thought, any idea can be expressed, unless it is deemed by a hearing body representing the College community to amount to harassment of an individual or group of individuals. There are multiple resources available for any student who feels s/he has been harassed or has witnessed harassment:

- The Bias Incident Response team (BIRT) (birt@hanover.edu). The student may, if s/he wishes, go for support and advice to the Bias Incident Response Team (BIRT), whether the student intends to file a grievance or not; any conversations with BIRT are confidential.
- Any Faculty Member
- Any Student Life Staff member (701-5051)
- Counseling Services (x7399)

- Campus Safety (x7999)
- Director of Multicultural affairs (x7076)
- Office of the Chaplain (x7087)

Seeking advice or counsel through the resources listed above does not necessitate formal hearings in the case. The case may be handled informally. Possible informal responses include, but are not limited to, mediation through Counseling Services and/or an education program sponsored by the Student Life and BIRT. The student may consult with BIRT to explore all informal options.

The student may also choose to address the issue formally. To have the case handled through the campus hearing process, the student must file a formal grievance with the Chief Conduct Review Officer (x6740). In order to file a formal grievance, a student must contact the Chief Conduct Review Officer in order to make an appointment to meet with the Chief Conduct Review Officer and the chair of the Rules Application Committee to discuss the student's options. After this meeting a student may or may not choose to file a formal grievance. For formal proceedings to occur, the student must file a written grievance within one year of the incident.

The College is committed both to protecting and supporting the victims of harassment and to preserving the rights of the accused, who are afforded the protections incorporated in the hearing process described below. The Community Board of Standards cannot take into account previous offenses committed if no grievance was brought and no sanction was imposed by the Board.

Any student who is found by the Community Board of Standards to have harassed another student is in clear violation of the College's principles and will be subject to disciplinary sanctions, up to and including expulsion from the College. In addition, those who engage in harassing behavior may be subject to criminal prosecution under appropriate federal, state, or municipal law. Action taken by the College through disciplinary proceedings and sanctions does not preclude the pursuit of criminal or civil action.