



Acts of Intolerance and Harassment

GOV 1.0

Human Resources/Academic Affairs/Student Affairs

Policy Type: Institutional

Applies to: Faculty, staff, student employees, students, and volunteers

POLICY DATES

Issued: 7/2016

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Edited:

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The University of Mount Union will not tolerate behavior that in any way undermines the emotional, physical, or ethical integrity of any member of its community.

Definitions

Term	Definition
Act of Intolerance	An Act of Intolerance (AOI) is conduct or an incident that adversely and unfairly targets an individual or group on the basis of one or more of these actual or perceived characteristics: basis of race, color, national or ethnic origin, sex, age, disability, religion, sexual orientation, gender identity or expression, veteran status, marital status or any other characteristic protected by applicable law.

Policy Details

Principles Against Intolerance

The University of Mount Union’s mission and values support diversity and civility. Discrimination has no place in the Mount Union community.

In a community of learners, teachers, and knowledge-seekers, Mount Union is best served when its leaders and community members challenge speech and action reflecting bias, stereotypes, and/or intolerance.

The mission of the University of Mount Union is to prepare students for fulfilling lives, meaningful work, and responsible citizenship. Mount Union, therefore, strives to foster an environment in which all are included, all have equal opportunity to learn and explore, where differences and commonalities are celebrated, and we are committed to free and uninhibited debate and deliberation. However, the University may restrict expression that violates law, that falsely defames a specific individual, that constitutes a threat or harassment, that unjustifiably invades substantial privacy or confidentiality interests, or that is otherwise directly incompatible with the functioning or success of the University. Debate or deliberation may not be suppressed because the ideas put forth are thought by some members of the University to be offensive, unwise, or immoral. Acts of hatred and other intolerant conduct and acts of discrimination that demean our differences are antithetical to the values of Mount Union and serve to undermine its purpose.

The University of Mount Union prohibits discrimination on the basis of race, gender, gender identity or expression, sex, sexual orientation, religion, age, color, creed, national or ethnic origin, veteran status, marital or parental status, pregnancy, disability, or genetic information, in student admissions, financial aid, educational or athletic programs, or employment as now, or may hereafter be, required by university policy and federal or state law. Prohibited discrimination arising from historical biases, stereotypes, and prejudices endangers the University from meeting its mission. This mission is met when members of the University community collaborate to foster a learning environment where all members of the community are welcomed and confident of their physical and emotional safety.

Each member of the University community is entitled to speak, to be heard, and to engage, based on their views; unburdened by historical biases, stereotypes, and prejudice. Mount Union fully respects and supports the freedom of all members of the University community to discuss any problems, issues or concerns, and has a responsibility to promote a lively and fearless freedom of debate and deliberation, and protect that freedom when others attempt to restrict it.

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Intellectual and creative expression that is only intended for shock value or to be provocative and challenging may have a place in our community. Nevertheless, mutual respect and civility within debate and dialogue more positively advances the mission of Mount Union, each of us as learners and teachers, and as a democratic society.

Harassment, threats, assaults, vandalism, and destruction of property, as defined by University policy, will not be tolerated at Mount Union and will be subject to discipline. Where investigation establishes that such unlawful conduct was targeted at an individual or individuals based on discrimination prohibited by University policy, the appropriate University administrators should consider discipline that includes enhanced sanctions to appropriately reflect the foundation for such conduct. In addition to discipline, and consistent with the University's mission to educate members of our community, University administrators should use all available tools, to address such unlawful conduct, to foster learning and mutual respect.

*This statement was modeled after the University of California Regents Policy: Principles Against Intolerance Statement.

PROCEDURE

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Resolution Process

4 Steps from Reporting to Resolution

- Report the Issue. Fill out the Bias Concern/Acts of Intolerance (AOI) Form (https://cm.maxient.com/reportingform.php?MountUnion&layout_id=2) if one wants to report an incident. This can be done anonymously.
- Curated Response. A Student Affairs or Human Resources staff member will review the report and analyze it to give a personalized response and options for next steps depending on circumstances and the reporter's wishes. If clear inappropriate behavior is reported, the University has an obligation to act, whether or not the reporting party wants action taken. The reporter will be given the option for next steps, depending on circumstances.
- Initial Meeting. Often an initial meeting with Student Affairs or Human Resources staff and/or campus partners will be scheduled with the informing party.
- Path to Resolution. The Student Affairs or Human Resources member managing AOI will work with campus partners and students to help bring resolution to a report. Information is shared with the person who was documented for the concern, if applicable and if the informing party so chooses.
 - If the person who was documented for the concern does not want to participate in this voluntary process, the team of staff members will work with the informing party to develop a resolution that allows them to feel heard and supported.
 - If the incident rises to the level of community harm, the resolution will involve support to the community.

Responsibilities

Position or Office	Responsibilities
Student Affairs	Depending on the nature of the incident, will meet with appropriate parties to investigate the matter and take appropriate action to attempt to resolve the issue. Will refer to Student Conduct if a violation of policy.
Human Resources	Depending on the nature of the incident, will meet with appropriate parties to investigate the matter and take appropriate action to attempt to resolve the issue. Will refer to corrective action if a violation of policy.

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Contacts

Subject	Office	Telephone	E-mail/URL
Associate Dean of Students	Student Affairs	(330) 823-2243	studentaffairs@mountunion.edu
Director of Human Resources	Human Resources	(330) 829-6560	Humanresources@mountunion.edu

History

All changes must be listed sequentially, including edits and reviews. Note when the policy name or number changes.

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