
Human Resources/ Academic Affairs/Student Affairs

Policy Type: Institutional

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

POLICY DATES

Issued:

Revised: 2019

Edited:

The University of Mount Union is committed to creating an environment free of harassment and sexual misconduct as well as complying with all requirements as set forth by Title IX of the Education Amendments of 1972 (Title IX).

Definitions

Term	Definition
Harassment	Harassment includes, but is not limited to, any unwelcome verbal or non-verbal conduct directed at an individual or group of individuals due to their race, religion, ethnic origin, gender, sexual orientation, or disability, when such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive environment for working, learning, or living on campus

Policy Details

Discrimination on the basis of sex or gender will not be tolerated by any of the University's education programs or activities. This includes, but is not limited to sexual harassment; sexual violence; sex or gender-based bullying; hazing, stalking; relationship violence (including domestic violence and dating violence, as well as failure to provide equal opportunity in admissions, activities, employment or athletics. Sex and gender violations will be addressed by Title IX complaint protocols which are jointly coordinated by the offices of human resources and student affairs

PROCEDURE

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- I. The University Title IX Co-Coordinator will be informed of, and oversee, all complaints of discrimination.
- II. Questions or concerns regarding the University's procedures and Title IX may be directed to any one of the following resources:
 - a. Associate Dean of Students
 - b. Director of Human Resources

Responsibilities

Position or Office	Responsibilities
Associate Dean of Students	Listen to and provide information to students with complaints Arrange a meeting between the two parties and assist in the discussion of the complaint Assist complainant in the completion of the formal grievance process Discuss reports with the complainant to ensure clear and thorough understanding of the allegations Contact the accused student to discuss the accusation
Director of Human Resources	Discuss the complaint with the complainant Discuss the allegations with the Associate Dean of Students if appropriate If desired by complainant, arrange a meeting between the students and the accused faculty/staff member Assist in the discussion of the complaint Assist the complainant in the completion of the formal grievance procedure Discuss reports with the complainant to ensure clear and thorough understanding of the allegations Contact the appropriate vice president and advise them of the accusations Contact the accused and conduct a thorough investigation Determine if the accusations can be substantiated

Contacts

Position	Office	Telephone	E-mail/URL
Associate Dean of Students	Student Affairs	(330) 823 – 7288	STUDENT_AFFAIRS@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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