

## **Harassment and Intimidation Policy**

### **SCOPE**

This Harassment and Intimidation Policy ("Policy") applies to The University of Akron ("University") students, faculty, and staff.

### **PURPOSE**

Ohio Revised Code Section 3345.0212 requires each public university in Ohio to adopt a policy regarding harassment.

Ohio Revised Code Section 3320.05 requires each public university in Ohio to adopt a policy regarding racial, religious, and ethnic harassment and intimidation. In addition to the requirements set forth in R.C. 3320.05 and 3345.0212, the University has and will continue to abide by all federal, state, and local laws and regulations that prohibit harassment and intimidation.

### **DEFINITIONS**

"Harassment" means unwelcome conduct that is so severe, pervasive, and objectively offensive that it effectively denies an individual equal access to the individual's education program or activity.

"Intimidation" means the violation of ethnic intimidation described in R.C. 2927.12.

### **POLICY**

Students who believe they are or have been subject to harassment, including racial, religious, or ethnic harassment or intimidation may submit a report and/or complaint. Reports and complaints alleging a violation of this Policy may be submitted to the appropriate office as set forth below.

#### **A. Reporting and Filing Complaints**

##### **Reports and Complaints against a Student**

Complaints involving an alleged violation of this Policy by a student may be reported to the Department of Student Conduct and Community Standards. The complaint will be processed pursuant to the Code of Student Conduct which sets forth potential disciplinary action for policy violation findings.

Department of Student Conduct and Community Standards  
(330) 972-6380

[Online General Incident Reporting Form](#)

##### **Complaints against an Employee**

Allegations that an employee has engaged in conduct that would violate this Policy should be reported to the employee's immediate supervisor or appropriate administrator (generally the immediate supervisor's supervisor) or the Office of Equal Employment

Opportunity. Supervisors or administrators receiving reports should contact the Office of Equal Employment Opportunity. Complaints involving an employee's alleged violation of this Policy can be filed with:

Office of Equal Employment Opportunity  
(330) 972-7300

[Online Reporting Form](#)

The complaint will be processed in accordance with the Non-Discrimination and Harassment Policy 3359-11-13 and the procedures adopted by the Office of Equal Employment Opportunity.

A faculty or staff member may be disciplined for violating this Policy. Potential disciplinary action is set forth in Non-Discrimination and Harassment Policy 3359-11-13, applicable collective bargaining agreement, or applicable employment contract.

### **Anonymous Reports**

Anonymous reports can be submitted via the EthicsPoint Anonymous reporting hotline or online submission form. The University will review and take appropriate action on anonymous reports. Note that anonymous reporting may limit the University's ability to conduct and complete an investigation. Additionally, during the course of an investigation, it may be possible to determine who made the report, even if you excluded your name or other identifying information.

EthicsPoint Anonymous Reporting Hotline:  
1-844-734-3645

[Electronic Submission Form](#)

## **B. Training**

The University will offer training to all University administration, faculty, and staff on how to respond, at the time, to hate incidents or incidents of harassment that occur during a class or event held at the University.

## **C. Compliance**

Nothing in this Policy or its enforcement shall be construed to diminish or infringe on any right or activity protected by the United States and Ohio Constitutions and laws, including freedoms related to speech, expression, or assembly. Notwithstanding the foregoing, nothing in this Policy or its enforcement shall be interpreted as prohibiting the University from restricting expressive activities that the First Amendment of the U.S. Constitution or Article I, Sections 3 and 11 of the Ohio Constitution do not protect. Further, nothing in this Policy or its enforcement shall be interpreted as restricting or impairing the University's obligations under federal law including, but not limited to, Title IV of the Higher Education Act of 1965, Title VI of the Civil Rights Act of 1962, Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Title II of the Americans With Disabilities Act, Age Discrimination in Employment Act, and the Age Discrimination Act of 1975 as addressed through its non-discrimination and Title IX policies.