

# **POLICY NO. 8**

**Area: Board of Trustees**

*Original on file in the  
Office of General Counsel*

Date Adopted: September 3, 2021

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Certified By: Curtis Pettis, Vice President  
Central State University

Revisions Approved: \_\_\_\_\_

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## **Subject: DISCRIMINATION, HARASSMENT, AND RETALIATION POLICY**

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*Effective immediately.*

### **POLICY**

Central State University is committed to providing an environment that is free from harassment, discrimination, and retaliation based on race, creed, color, national or ethnic origin, ancestry, religion, sex, disability, age, marital status, sexual orientation, gender identity, genetic information, and military or veteran status in accordance with local, state and federal laws. As members of the Central State University community, students and employees are expected to live the University's three tenets of Service, Protocol and Civility®. Harassment, discrimination, and retaliation are not consistent with the three tenants, undermine a healthy learning, working, and living atmosphere, and contravene the compelling priorities of Central State University. Acts of harassment, discrimination, and retaliation will be addressed consistent with this policy.

### **DEFINITIONS**

“Discrimination” means conduct that is based on race, creed, color, national or ethnic origin, ancestry, religion, sex, disability, age, marital status, sexual orientation, gender identity, genetic information, and military or veteran status that excludes an individual from participation; denies the individual benefits; treats the individual differently; or otherwise adversely affects terms or conditions of the individual's employment, education, living condition, or participation in a University program or activity.

“Harassment” is defined as conduct and/or expression, either in person, in writing or by telecommunication, that is:

1. Not protected by the First Amendment to the United States Constitution or Article I of the Ohio Constitution (Unprotected Expression);
2. Unwelcome; and
3. So severe, pervasive, and objectively offensive that it effectively denies an individual equal access to the individual's education program or activity.

“Retaliation” means any action taken by an accused individual or a third party against any person because that person has opposed any practices forbidden under this policy or because that person has filed a complaint, testified, assisted, or participated in any manner in an investigation or proceeding into any

practice forbidden by this policy. This includes any action taken by a bystander who intervened to stop or attempt to stop discrimination or harassment.

“Antisemitism” is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.

### **REPORTING**

The law prohibits discrimination, harassment or retaliation between members of the University community including students, faculty, staff, applicants, and campus guests. This applies to all University programs and employment on or off campus. It is central to the values of Central State University that any individual who believes s/he may have been the target of unlawful discrimination, harassment, or retaliation feel free to report his or her concerns for appropriate investigation and response without fear of retaliation or retribution.

All complaints or concerns about conduct that may violate this policy should be filed pursuant to Policy 607 and Procedure 607.1 – ADA and Equal Opportunity Discrimination Sexual Harassment Complaint.