

TRINITY INTERNATIONAL UNIVERSITY

TIU POLICY: Harassment and Relationship Violence Policy

TIU POLICY #: P-52

STATUS: Approved, April 2011
Updated, August 2015

I. PURPOSE:

To clearly define a policy and procedures regarding harassment and relationship violence.

II. SCOPE:

This policy applies to all members of the Trinity International University community.

III. POLICY:

Trinity International University (University) does not tolerate harassment against any member of its community based on an individual's "protected legal status." Attributes that are granted protected legal status include race, color, national origin, biological sex, parental status, marital status, age, disability, citizenship, veteran status, genetic information, or religion in matters of admissions, employment, housing, or in any aspect of the educational programs or activities it offers. Nevertheless, as a religious institution, the University retains the right to make legitimate employment, admission, and educational decisions on the basis of an individual's religious beliefs and conduct as compared to the mission of the University, consistent with applicable law. The University also does not tolerate and prohibits domestic violence, dating violence, sexual assault, or stalking (collectively referred to as "relationship violence") committed against any member of its community.

It is the policy of the University to provide an environment free from unlawful harassment in any form. This behavior includes harassing conduct affecting an individual's job performance or educational experience, or creating what a reasonable person would perceive as an intimidating, hostile or offensive work or learning environment

A. Definitions

1. Harassment

- a. Verbal or physical conduct that defames or shows hostility toward an individual because of their protected legal status, or any other factor that is a prohibited consideration under applicable law;
- b. Verbal or physical conduct that creates an intimidating, hostile, or offensive environment;
- c. Verbal or physical conduct that interferes, or is intended to interfere, with an individual's job performance or educational experience.

2. Discriminatory Harassment

- a. Conduct that may include, but is not limited to: epithets, slurs, negative stereotyping, and intimidating or hostile acts, which relate to a protected legal status, or any other factor that is a prohibited consideration under applicable law;
- b. Such conduct may include: written or graphic material that defames or shows hostility or aversion toward an individual or group based on their protected legal status, or any other factor that is a prohibited consideration under applicable law that is placed on walls, bulletin boards, or elsewhere on the University's premises, or that is circulated either physically or electronically.

3. Sexual Harassment

The determination of what constitutes sexual harassment will vary with particular circumstances, but may be described generally as unwelcome sexual advances and/or other verbal or physical conduct of a sexual nature, or requests for sexual favors. Sexual harassment does not mean occasional compliments of a socially acceptable nature. However, sexual harassment does include, but is not limited to, actions such as:

- a. Sexually oriented jokes or comments;
- b. Possession, display, use, or distribution of photographs, drawings, objects, graffiti, emails, text messages, or video of a sexual nature;
- c. Subtle pressure for sexual activity;
- d. Physical contact of a sexual nature such as patting, pinching, overly affectionate hugging, or kissing of any kind;
- e. Explicit demands for sexual favors, whether or not accompanied by implied or overt promises of preferential treatment or threats concerning an individual's academic or employment status;
- f. Offensive sexual flirtations, advances or propositions;
- g. Any other offensive, hostile, intimidating, or abusive conduct of a sexual nature.

B. Reporting and Record Keeping

Any incident of harassment should be reported immediately. Students should contact the Student Life office (847-317-7070). Employees should contact Human Resources (847-317-7138). A comprehensive written report of each reported harassment incident will be maintained by the appropriate office, and shall include the notes, procedures, findings and conclusions of all harassment claims. This report will be kept in a separate file. Disciplinary or corrective action issued as a result of a harassment complaint will be kept in that file. Any person violating these policies may be subject to an appropriate community response up to, and including, suspension or dismissal from the University.

C. Retaliation

The University strictly prohibits retaliation against any person reporting, assisting, or participating in any manner in any investigation or proceeding. Retaliation is any action that is perceived as intimidating, hostile, harassing, retribution, or violent that occurs in connection to the claim.