

(From Appendix VIII on page 72 of 2017-2018 Faculty Handbook)
POLICY AND PROCEDURES ON HARASSMENT AND HATE CRIMES

Revised policy approved by the faculty at the faculty meeting on April 25, 2017.

Harassment: The University is committed to maintaining a community where all members can work, live, and learn together in an atmosphere free of harassment. Harassment is behavior that: (a) has the intent or effect of interfering with an individual's ability to live, work or learn on campus, (b) creates an intimidating or hostile environment at the University generally or in specific campus locations, (c) is pervasive or significant to the extent that it disturbs another, (d) causes another to be reasonably apprehensive, or (e) endangers the health or safety of another.

Harassment may or may not be based on a person's age, disability, national or ethnic origin, gender identity/transgender status or expression, race, religion, sex, or sexual orientation, other real or perceived identities, or any other impermissible factor. Additionally, harassment includes, but is not limited to: coercing, degrading, hostile, intimidating, or threatening behavior, or behavior reasonably likely to alarm, annoy, embarrass, offend, or torment another.

The University prohibits any such behavior, whether verbal or non-verbal, physical or non-physical, and by whatever means or method carried out.

This policy is not intended to limit legitimate claims of academic freedom. In particular, the policy does not limit classroom teaching concerning topics legitimately related to the content or purposes of a course, even though such topics may elicit discomfort in some class members.

Hate Crimes: The University does not tolerate any crime on campus. But consistent with its philosophy to require respect for the worth and dignity of all persons, hate crimes are particularly abhorrent in a campus environment. Hate crimes are prohibited by both state and federal law. For purposes of this policy, a "hate crime" is any crime that is motivated by prejudice or hatred based on a person's age, disability, national or ethnic origin, gender identity/transgender status or expression, race, religion, sex, or sexual orientation, other real or perceived identities, or any other impermissible factor.

This policy is not intended to limit legitimate claims of academic freedom. In particular, the policy does not limit classroom teaching concerning sexual topics legitimately related to the content or purposes of a course, even though such topics may elicit discomfort in some class members.

GUIDELINES AND PROCEDURES FOR STUDENTS: Students who experience or witness harassment are urged to report the incident as soon as possible by doing one or more of the following:

- Report to any Resident Assistant (RA) or member of the Residence Life staff
- Report to the Dean of Students, [512-863-1624](tel:512-863-1624)
- Report to the Southwestern University Police Department (SUPD), [512-863-1944](tel:512-863-1944)

If anyone's safety or health is at imminent risk, please contact SUPD immediately.

The Dean of Students will:

- Assist with support, resources, and/or services for the affected individuals.
- Investigate the reported incident.
- Determine the disposition of the case for resolution through the University's judicial process.

Imposition of sanctions for any student found responsible for harassment is subject to the processes and procedures outlined in the *Student Handbook*.

GUIDELINES AND PROCEDURES FOR FACULTY AND STAFF: Faculty and staff who experience or witness harassment are urged to report the incident as soon as possible by doing one or more of the following:

- Report to the respective supervisor (for faculty, the department chair; for staff, the immediate supervisor or department head)

- Report to the Dean of Students (if faculty witness student harassment perpetrated by another student) 512-863-1624
- Report to the SUPD (x-1944)
- Report to the Dean of the Faculty
- Report to the Vice President for Finance and Administration or the Associate Vice President for Human Resources

If anyone's safety or health is at imminent risk, please contact SUPD immediately.

The individual or department receiving the incident report must immediately inform the (for faculty, Dean of the Faculty; for staff, the Vice President for Finance and Administration). This individual will:

- Assist with support, resources, and/or services for the affected individuals.
- Determine the disposition of the case for resolution, notify or otherwise forward it to the appropriate University official for processing under the appropriate University policy and procedures. Any sanctions will be handled under the process set forth in the applicable policy, past practice, or legal requirements.

