

RESOURCES & REPORTING

Non-Discrimination & Anti-Harassment Policy

A reference for students and employees who may have witnessed, experienced or been involved with bias or hate related harassment or discrimination.

Introduction

The University of Scranton is committed to providing a diverse and inclusive, learning, living, and working environment that is free of harassment and discrimination for all members of the University community. Non-Discrimination and Anti-Harassment Policy governs these rights and can be found at scranton.edu/equity-diversity/docs/nondiscrimination-antiharassment-policy.pdf.

Non-Discrimination & Anti-Harassment Policy: Reporting Information, Support & Resources

The University of Scranton is committed to providing a diverse and inclusive environment in which each person feels a sense of belonging and care through mutual respect and accountability. Respect is necessary for the free exchange of ideas, to share our experiences, to listen to each other, and to debate civilly and constructively. While the expression of controversial ideas and differing views is a vital part of University discourse, the University does not support or condone harassment, discrimination, or expression of bias or hate that violates University policy. The University is committed to maintaining an environment in which the rights of every individual are recognized and respected. As such, discrimination or harassment on the basis of race, color, national origin, sex, disability, religion, age, veteran status, gender identity, or expression, sexual orientation, and bias and/or hate are prohibited by law. Federal and State laws require that appropriate steps be taken upon becoming aware of reports of harassment, discrimination, or bias and/or hate.

Bias, Hate, Discrimination & Harassment: Definitions

What is a Bias or Hate Motivated Incident?

A bias or hate motivated incident is an incident that is motivated by bias or hate and is committed against an individual or a group of individuals based on their race, color, national origin, sex, disability, religion, age, veteran status, gender identity, or expression, sexual orientation, and bias and/or hate.

Reporting an Incident

If you witness or experience bias, hate, harassment or discrimination as defined in the Policy, you have several reporting options. It is your decision to participate in a criminal process, through the University process, both or neither, if you report.

Report to the University

Harassment, bias, hate, the University defines discrimination as defined in the University's non-discrimination policy. The University processes a report on a protected class (i.e. race, sex, gender, etc.) in violation of the University's non-discrimination policy. The University will investigate and take appropriate action.

Additional Resources & Support Services — Private but Not Confidential

Campus Ministries • 570.941.7419, located in the 200, offers pastoral support and spiritual care. Schedule an appointment with a minister.

Cross Cultural Centers (Jane Kopas Women's Center and Men's Center) • 570.941.6194, located in the 200, offers a comfortable gathering place and provides programming, leadership development, and resources and referrals.

Office of the Vice President for Student Affairs • 570.941.6194, located in the 200, offers support and resources for students.

Be an Active Bystander

- Not intervene if you are not trained to do so.
- Intervene if you are trained to do so.
- **Feel responsible to act.** Educate yourself on what you can do.
- **Intervene safely.** Keeping yourself safe while taking action. If a situation is unsafe, intervention is not recommended.
- **Bring in others to help** when you are unsure of the situation.
- **Ask the individual you are concerned about if they are okay.**
- **Distract or redirect individuals** in unsafe situations.
- **Ask the individual if they want to leave.**
- **Call University Police 570.941.7777 or Scranton Police: 911** if you are in a dangerous situation.
- **Watch out for others** who may be in need of help.
- **Disrupt situations** by not participating in the situation, or by using your voice to interrupt.
- **Trust your instincts.**

