

# **STUDENT ANTI-SEXUAL HARASSMENT POLICY**

The Seminary prohibits sexual harassment of any of its students as well as of any of its faculty, staff, and employees. The Seminary is committed to maintaining a learning and campus environment that is free from sexual harassment, including sexual misconduct, sexual assault, or stalking, committed by an employee, other student, or third party that occurs on campus or during an off-campus event or event actively sponsored by the Seminary. Complaints of sexual harassment must be promptly reported as described below. Upon receipt of a complaint, the Seminary will conduct a prompt investigation and enforce this Policy if any violations of it are determined to have occurred. No student will be subject to retaliation for making a good faith complaint under this Policy.

## **SEXUAL HARASSMENT**

Sexual harassment under this Policy includes (i) unwelcome sexual verbal or physical conduct toward a student that creates a hostile environment (ii) a Seminary employee conditioning the provision of a Seminary benefit or service upon a student's participation in unwelcome sexual conduct; (iii) sexual assault; or (iv) stalking (meaning engaging in a threatening course of conduct directed at a particular person that reasonably causes that person fear for their safety or to suffer substantial emotional distress).

## **COMPLAINT PROCEDURE**

The Seminary cannot prevent or remedy sexual harassment unless it knows about it. Students who have been subjected to behavior that may constitute sexual harassment should promptly report the behavior to the Dean of Students or the Dean of Women. Reports of sexual harassment may be made verbally or in writing. A student who believes they are a victim of a crime should report the conduct to the Seminary Police Department or other law enforcement agency.

Any Seminary faculty, staff, trustee, employee, or student who observes or learns of behavior that may constitute sexual harassment should promptly report the behavior to the Dean of Students or Dean of Women.

All complaints or reports of potential sexual harassment received by the Dean of Students or Dean of Women will be promptly and thoroughly investigated.

Upon the conclusion of the investigation, any violations of this Policy or of other Seminary standards of conduct will be appropriately remedied.

## **PROHIBITION AGAINST RETALIATION**

The Seminary will not tolerate any form of retaliation against a student or other person who makes a good faith complaint or report under this Policy.

## **POTENTIAL DISCIPLINARY ACTION**

If an investigation determines that a student engaged in conduct that violated this Policy or other Seminary standards of conduct, the Dean of Students will consider appropriate remedies, including but not limited to:

- A. Reprimand and disciplinary probation.
- B. Permanent dismissal.
- C. Temporary suspension with time and terms of re-admission indicated.
- D. Indefinite suspension with time and terms of re-admission not indicated.

## **DISCIPLINARY APPEALS PROCESS**

If a student receives discipline for a violation of this Policy, the student may appeal the decision within ten (10) days of the decision. The appeal must be in writing and be submitted to the Dean of Students. The appeal must explain why an appeal is necessary such as new factual information, considerations not previously addressed, or sanctions imposed not appropriate to the violation. The Dean of Students will within seven (7) days of receipt of the appeal notify the student filing the appeal whether an appeal is to be considered. If an appeal is to be heard, the Dean of Students will convene an Ethical Conduct Committee to hear the case. The student filing the appeal must submit all supporting material to the Committee before the deadline set by the Committee. The Committee will promptly consider the appeal and render a decision. The final decision will be sent to the appealing student in the form of a letter. All decisions of the Committee are final and non-appealable.