

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.

What is a Bias or Hate Motivated Incident?

In the tradition of our Jesuit institution, we are committed to providing a diverse and inclusive, learning, living, and working environment that is free of harassment and discrimination, and is committed to the rights and dignity of all members of the University community. A bias or hate motivated incident is an incident that is motivated by bias or hate against a person or group of people based on race, ethnicity, religion, sex, sexual orientation, gender identity, age, marital status, disability, or national origin. The University's Non-Discrimination and Anti-Harassment Policy governs these rights and is found at [scranton.edu/equity-diversity/docs/nondiscrimination-antiharassment-policy.pdf](https://www.scranton.edu/equity-diversity/docs/nondiscrimination-antiharassment-policy.pdf).

The University of Scranton is committed to creating a campus 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, experiences, thoughts, and opinions, and for the civil and constructive expression of controversial ideas and differing views is a vital part of University discourse. While the University's value of openness protects the expression of controversial ideas, it does not support or condone harassment, discrimination, or expression of bias or hate. The University's policy prohibits any act that violates the rights of every individual and respects the basis of race, color, national origin, sex, disability, religion, age, veteran status, gender identity, or expression, sexual orientation, or marital status. Federal and State laws require that appropriate steps be taken upon becoming aware of reported bias and/or hate incidents.

If you witness or experience bias, harassment, or discrimination as defined in the University's Non-Discrimination & Anti-Harassment Policy, you have several reporting options. It is your decision to participate in a criminal process, through the University's process, both internally or through the criminal justice system, if you report.

Report to the University

Harassment, bias, or discrimination based on a protected class (i.e. race, sex, gender, age, disability, etc.) is prohibited. The University's Non-Discrimination & Anti-Harassment Policy defines discrimination based on a protected class (i.e. race, sex, gender, age, disability, etc.) as any action that results in the denial of equal access to the University's programs, services, or opportunities. The University's Non-Discrimination & Anti-Harassment Policy also defines harassment as any unwelcome or hostile behavior based on a protected class (i.e. race, sex, gender, age, disability, etc.) that is severe, pervasive, and persistent enough to create a hostile or abusive environment. The University's Non-Discrimination & Anti-Harassment Policy also defines bias as any action that results in the denial of equal access to the University's programs, services, or opportunities based on a protected class (i.e. race, sex, gender, age, disability, etc.).

Campus Ministries • 570.941.7419, located in the Student Center, Suite 200, offers pastoral support and counseling. Schedule an appointment with them.

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

Office: 570.941.6194 • 570.941.6194 • 570.941.6194 • 570.941.6194

f

- Not hesitate to act.
- Interpret the situation as a problem.
- **Feel responsible to act.** Educate yourself on what is going on.
- **Intervene safely.** Keeping yourself safe while taking action. If a situation is unsafe, intervene safely.
- **Bring in others to help** when you are hesitant to act.
- **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.**
- **Watch out for others.**
- **Disrupt situations by not hesitating to intervene, disrupting, disengaging, disempowering, or disempowering.**
- **Trust your instincts.**

