HARASSMENT POLICY

The School is committed to providing an educational environment free of unlawful harassment, discrimination, hostility, and coercion. (Please see the Title IX Policy for specifics on sexual harassment, assault, and discrimination based on sex.) Harassing behavior toward others may be offensive, demeaning or disruptive to relationships and constitute a hostile environment. School policy prohibits unwelcome harassment based on race, color, religion, sex, sexual orientation, marital status, national origin, ancestry, age, physical or mental disability, or any other basis protected by federal, state or local law or regulation.

The anti-harassment policy of the School applies to all persons involved in the operation of the School including faculty, staff, work supervisors, and students. Prohibited harassment includes, but is not limited to, the following behaviors:

- Offensive, demeaning, disruptive behavior based on race, color, religion, sex, sexual orientation, marital status, national origin, ancestry, age, physical or mental disability, or any other basis protected by federal, state or local law or regulation
- Submission to such conduct is made, explicitly or implicitly, a term or condition of an individual’s grade, advancement, or employment
- Submission to, or rejection of, such conduct by an individual is used as the basis for academic decisions or employment affecting such individuals
- Such conduct has the purpose or effect of unreasonably interfering with an individual’s academic performance or other work, or creating an intimidating, hostile, or offensive environment
- Verbal conduct such as epithets, derogatory jokes or comments, slurs, or comments are used
- Visual conduct such as derogatory photography, cartoons, drawing or gestures are used
- Retaliation for having reported or threatened to report harassment.

A student who believes they have been harassed or subjected to any form of unlawful discrimination should promptly report the facts of the incident or incidents and the names of the individuals involved to the Campus Diversity Officer, the Title IX Coordinator, or the Vice President for Academic Affairs and Dean of Faculty.