

Anti-Harassment Policy

Davenport University supports a culturally diverse academic community and is committed to maintaining a positive environment that fosters respect among those represented in the University community. The policy of Davenport University is to provide an environment free from harassment on the basis of **age, color, disability, height, marital status, national origin, race, religion, sex/gender, sexual orientation, veteran status, and weight**. Such harassment does harm to those who experience it, is a violation of this policy, interferes with the fulfillment of our mission, and therefore, will not be tolerated.

Prohibited Conduct

Harassment

Harassment is unprofessional conduct that could reasonably be understood as (1) having the purpose or effect of creating an intimidating, hostile, or offensive environment, (2) having the purpose or effect of unreasonably interfering with an individual's work performance or access to educational activities and programs, (3) otherwise adversely affecting an individual's employment opportunities or access to educational activities and programs. Such prohibited harassment includes, but is not limited to, epithets, slurs, negative stereotyping, or threatening or intimidating acts that relate to a person's protected characteristics or are directed toward a person because of his or her protected characteristics. Written or graphic material that denigrates or shows hostility toward an individual or group because of these characteristics is prohibited in our workplace.

Sexual Harassment

Specifically, prohibited sexual harassment refers to behavior or comments which are not welcome, are personally offensive, undermine morale, and interfere with the work performance and effectiveness of its victims. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature can become unlawful harassment when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or access to educational activities and programs, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions or access to educational activities and programs, or (3) such conduct is unprofessional and has the purpose or effect of unreasonably interfering with or creating an intimidating, hostile, or offensive working or educational environment.

Consensual Relationships

Consenting romantic and sexual relationships between faculty/ staff and their students or between supervisors and their subordinates is inappropriate. The faculty/staff member who enters into a sexual relationship with a student or subordinate where a professional power differential exists must realize that if a charge of sexual harassment is subsequently lodged, it will be extremely difficult to use mutual consent as a defense.

Complaint Procedure

A faculty or staff member with a complaint should immediately report it to his or her supervisor and the Human Resources Office representative. A student or visitor who becomes aware of a complaint should immediately report it to the Campus Director. In the event that a supervisor is contacted, the supervisor is responsible for ensuring that the Human Resources Office representative is notified. Depending upon the alleged complaint, the Human Resources Office representative or Director of Student Services may contact the Department of Security Services or appropriate local authorities to conduct an initial inquiry and determine whether criminal charges are warranted. The Human Resources Office representative or the Campus Director will review complaints in accordance with applicable University policies and procedures. All good faith complaints shall be investigated and appropriate corrective action will be taken based on results of the investigation.

Awareness

Members of the University community are responsible for knowing and understanding the University's policy prohibiting harassment. Faculty and staff who do not understand the policy should contact their department head or director. Department heads or directors who need assistance in understanding, interpreting, or applying the policy should contact Human Resources for clarification.

Harassment Accusations

The accused will have an opportunity to hear and respond to the complaint brought against him/her. Judgments are not made or action taken until the investigation is complete. Whether a specific act violates the policy will be determined on a case-by-case basis with proper regard for all circumstances.

Sanctions

Any person who violates the University's Anti-Harassment Policy may be subject to a range of sanctions (in accordance with University policies), which could include, but is not limited to, dismissal, according to due process, from the University and/or termination of employment. Violators may also be subject to civil action or criminal prosecution because harassment and other discriminatory behavior may violate state and/or federal laws.

Retaliation

Any attempt to retaliate against an individual who files a good faith complaint is prohibited by this policy and by law. Any attempt of retaliation is subject to the above sanctions and legal charges.

Anti-Violence Policy

Davenport University is committed to providing a safe and healthy environment for all students, faculty, staff, and visitors, and therefore adopts a zero-tolerance policy against any form of violence. Davenport University will not tolerate any threats, intimidation, or acts of violence on our premises or against our students, faculty, staff, student employees, distributors or visitors.

The University's prohibition against threats, intimidation, and acts of violence applies to all persons involved in University operations, including, but not limited to, students, faculty, staff,

student employees, contract and temporary faculty/staff, and anyone else on University property. This policy applies to all University facilities and other locations where faculty/staff are engaged in University business. Violations of this policy by any individual will be subject to disciplinary and/or legal action, as appropriate. Any attempt to retaliate against an individual who files a complaint is prohibited by this policy and by law. Anyone who attempts to retaliate may be immediately terminated from his or her employment and/or dismissed from the University.

Definitions

A threat of violence includes any behavior that could be interpreted, by a reasonable person, as intent to cause harm to another person or damage to property.

- Intimidation – To coerce or inhibit by threats
- Act of Violence – Conduct that causes bodily or intentional emotional injury to another person or damage to property
- Staff – All regular, temporary, contract, and adjunct fulltime and part-time faculty, staff, and student employees
- Students – As defined in the Student Code of Conduct

Examples of Acts of Violence

Some examples of prohibited violence include, but are not limited to, the following:

- Hitting – Hitting, slapping, or shoving an individual.
- Harming – Threatening and/or harming an individual, his/her family, friends, associates, or his/her property.
- Destruction – The destruction of property owned, operated, or controlled by the University.
- Threats – Making a threat of violence through telephone calls, letters, electronic mail, or other forms of written, verbal, or electronic communication.
- Intimidation – Intimidating or attempting to coerce an individual to do wrongful acts.
- Sabotage – Sabotaging equipment or intentionally damaging property.
- Suicide – Disrupt the University community with a threatened or attempted suicide.
- Weapons – Possessing or displaying weapons.
- Assault – Assault, arson, homicide, or inflicting bodily harm.

Complaint Procedures

If there is an emergency that requires police and/or medical personnel, please contact the local police or sheriff's department and then notify those individuals responsible for security services. The necessary personnel will assist. Faculty/staff who become aware of a threat, intimidation, or an act of violence should immediately report it to their supervisor and those responsible for security services. When an issue involving employees occurs, Human Resources must also be contacted. A student or visitor who becomes aware of a threat, intimidation, or an act of violence should immediately report the violation to those responsible for security services. **Sanctions**

Violation of the University's anti-violence policy may result in legal action, criminal charges, and disciplinary action up to and including immediate dismissal from the University.

Reporting Criminal Activity or Other Emergencies

Any criminal action or emergency that occurs at a location or at a school-related function should be promptly reported (by Accident/Incident Report) to Security Services, the Campus Director or his or her designee. This individual will determine the nature and severity of the crime and judge whether or not local or state authorities are to be contacted.

Completed Accident/Incident Report forms are directed to, and maintained by Human Resources. The University will respond and cooperate with local or state authorities in the referral for prosecution of any individual(s) involved in criminal activity. The University may impose the following sanctions, depending on the severity of the crime:

1. Oral or written warning
2. Suspension for a specified period of time, with definitive standards for re-admission or return to work, or
3. Dismissal/termination

Response to emergency situations will include a review of the circumstances that caused the incident and any actions necessary to prevent recurrence.

Student Non-Discrimination Policy

Davenport University maintains a policy of non-discrimination regarding students on the basis of age, race, color, religion, national origin, sex, weight, height, marital status, sexual orientation, veteran status, physical or mental limitations and/or disability in the administration of its admissions policies, educational policies, scholarships and loan programs and other University administered programs. In addition, the University does not discriminate regarding extra-curricular activities or employment practices. The University has a policy prohibiting unlawful discrimination and sexual harassment. Incidents of discriminatory harassment should be reported to the campus leader or his/her designee.