

3357:13-15-012: Policy Against Racial, Religious, and Ethnic Bias, Harassment, and Intimidation Policy Statement

North Central State College is committed to fostering a safe and inclusive environment for all students, staff, and faculty. Any form of racial, religious, or ethnic bias, harassment, or intimidation will not be tolerated. This policy is established to promote a safe, respectful, and inclusive environment for all members of the College community, protecting students, faculty, and staff from racial, religious, and ethnic bias, harassment, and intimidation.

(A) Scope

This policy applies to all students, faculty, staff, and visitors of the College. It covers all academic, extracurricular, and social activities held on campus, as well as any events affiliated with the College.

(B) Training Requirements

- (1) To effectively respond to incidents of bias, harassment, or intimidation, the College requires training for all administration, faculty, and staff, including:
  - (a) How to identify, prevent, and respond to incidents of bias, harassment, and intimidation.
  - (b) Immediate steps to be taken when hate incidents or harassment occur in real-time.
  - (c) Strategies for supporting students and community members affected by such incidents.
- (2) Ongoing education, including workshops, seminars, and educational materials, may be provided to reinforce the understanding of the College's policies and procedures concerning racial, religious, and ethnic bias.

(C) Reporting Procedure

The procedure for accepting complaints related to racial, religious, or ethnic bias, harassment, or intimidation is as follows:

- (1) Submission of Complaints:
  - (a) Complaints can be submitted in person or via email to the following offices:
    - (i) Human Resources, Fallerius 156; [dhanuscin@ncstatecollege.edu](mailto:dhanuscin@ncstatecollege.edu)
    - (ii) Academic Services, Fallerius 158; [kgray@ncstatecollege.edu](mailto:kgray@ncstatecollege.edu)
  - (b) An anonymous reporting option is available through the College complaint platform at <https://ncstatecollege.edu/complaints/> to encourage those who may fear retaliation to come forward. Anonymous reports will be investigated to the extent possible, although anonymity may limit the scope of the investigation.

(2) Investigation Process:

- (a) Complaints will be promptly and thoroughly investigated, ensuring confidentiality and protection from retaliation. The investigation will be conducted by a designated team, including representatives from Human Resources, Academic Services and Campus Police/Security.
- (b) The investigation will involve interviews with the complainant(s), the accused, and any relevant witnesses. All parties will be treated with respect and confidentiality.

(3) Disciplinary Actions:

Based on the findings of the investigation, the College may impose disciplinary actions, in accordance with Corrective Action Policy (16-31) and Corrective Action Process (16-311), which could include but is not limited to, warnings, mandatory training, suspension, or termination for faculty or staff and warnings, mandatory training, suspension, or expulsion for students.

(4) Communication of Findings:

- (a) Upon conclusion of an investigation, identified individuals who submitted a complaint and those who are the subject of the complaint must be informed of the investigation's outcome. This communication will outline the findings of the investigation and any disciplinary actions taken, if applicable.
- (b) Even if no disciplinary action is taken, educational materials outlining the College's policy against racial, religious, and ethnic bias, harassment, and intimidation may be provided.

(D) Support for Affected Individuals

The College shall offer support services to those affected by incidents of bias, harassment, or intimidation. This includes counseling services, academic support, and access to resources provided by Student Support Services.

(E) Campus Task Force

The College shall create and mobilize a campus task force on combating antisemitism, Islamophobia, and hatred, harassment, bullying, or violence toward others on the basis of their perceived or actual religious identity. The task force will:

- (1) Monitor and review incidents of religious-based harassment and bias.
- (2) Make recommendations to address and prevent these incidents.
- (3) Collaborate with relevant campus offices to raise awareness and promote inclusivity.

(F) Law Enforcement Partnerships

The College shall develop partnerships with OSU-M police and security, local law enforcement agencies, State Highway Patrol, and student communities, to ensure adequate security and protection for student groups that face potential terror attacks or hate crimes both on and off campus at affiliated or sponsored College events.

(G) Freedom of Speech

Nothing in this policy shall infringe upon any rights protected by the First Amendment to the United States Constitution, Article I, Sections 3 and 11 of the Ohio Constitution, or any other legally protected expressive activities as defined by section 3345.0212 of the Revised Code. The College affirms its commitment to uphold free speech and expressive rights while ensuring an environment free from harassment and intimidation.

Effective: September 24, 2024

Next Review: September 1, 2029

Revised Dates: 9/24/24