RACIAL, RELIGIOUS AND ETHNIC HARASSMENT AND INTIMIDATION PREVENTION

PURPOSE

Edison State Community College is committed to fostering a safe and inclusive environment for all students, staff, and faculty. The College does not tolerate any form of racial, ethnic and religious, harassment or intimidation. This policy outlines the College's commitment to addressing such behaviors, ensuring that all members of the community feel valued and respected.

POLICY STATEMENT

For the purposes of this policy, Edison State considers intimidation to be the violation of ethnic intimidation as described in section 2927.12 of the Ohio Revised Code and harassment as any unwelcome conduct that is so severe, pervasive, and objectively offensive that it effectively denies an individual equal access to the individual's education program or activity. This policy outlines the training and support necessary to promote a campus free from racial, religious and ethnic harassment and intimidation.

Training Requirements

To effectively respond to incidents of harassment or intimidation, the College requires comprehensive training for all administration, faculty, and staff, including:

- Mandatory Training: All members of the institution's administration, faculty, and staff must undergo mandatory training on identifying, preventing, and responding to hate incidents or incidents of harassment and intimidation. The training will include protocols for immediate response to hate incidents or incidents of harassment occurring during classes or events held at the College when an incident occurs. Mandatory training may be provided online.
- Ongoing Education: Regular workshops, seminars, and educational materials will be provided to reinforce the understanding of the College's policies and procedures concerning racial, religious, and ethnic harassment or intimidation.

Support for Affected Individuals

The College shall offer appropriate resources to those affected by incidents of harassment or intimidation.

Campus Task Force

The College shall create and mobilize a campus task force on combating antisemitism, Islamophobia, anti-Christian discrimination and hatred, harassment, bullying, or violence toward others on the basis of their perceived or actual racial, religious, or ethnic identity at the College.

Law Enforcement Partnerships

Edison State Community College Police Department has primary jurisdiction for the Edison State Piqua Campus. There is an active mutual aid agreement with Piqua Police Department and collaboration occurs regularly to provide a safe campus. The Greenville Police Department has primary jurisdiction for the Edison State Greenville Campus. The Troy Police Department has primary jurisdiction for the Edison State Troy Campus. The Eaton Police Department has primary jurisdiction for the Edison State Eaton Campus.

Freedom of Speech

Nothing in this policy shall be construed to diminish or infringe upon any right protected under the First Amendment to the United States Constitution, Article I, Sections 3 and 11 of the Ohio Constitution, or noncommercial expressive activity as defined in section 3345.0212 of the Revised Code and Edison State Policy 3358-9-07 Public Use of College Campus.

Reporting Procedure

The College is dedicated to ensuring that all complaints and allegations of racial, religious, or ethnic harassment or intimidation are taken seriously and investigated promptly and thoroughly. The procedure for accepting and investigating complaints is outlined in Procedure 3358-1-11 Racial, Religious and Ethnic Harassment and Intimidation.

PERSONS AFFECTED

All Edison State Community College stakeholders.

REFERENCES

Campus Accountability and Modernization to Protect University Students "CAMPUS" Act
Ohio Revised Code 2927.12
Ohio Revised Code 3345.0212