

 <p><b>RHODE ISLAND COLLEGE</b></p> <p><b>OFFICIAL POLICY</b></p>	<p><b><i>Illegal Harassment</i></b></p>	<p><b>EFFECTIVE DATE:</b> 2013/09/15</p> <p><b>REVISION HISTORY:</b> -originally adopted 2006/09/14; reviewed and reformatted 2013</p>
<p><b>RESPONSIBLE OFFICE:</b> <i>Affirmative Action Office</i></p>	<p><b>POLICY OWNER:</b> <i>Affirmative Action Director</i></p>	<p><a href="#">LINK TO HOME PAGE OF RESPONSIBLE OFFICE</a></p>

**PART 1. RATIONALE**

Illegal harassment is a violation of college and governing board policies, as well as state and federal law. This policy defines illegal harassment and establishes a procedure for handling of complaints.

**PART 2. SCOPE**

All students and employees of Rhode Island College while on campus or off-campus while engaging in college-sponsored activities.

**PART 3. DEFINITIONS**

<p><b>sexual harassment</b></p>	<p>Includes unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature. Such conduct is prohibited when the behavior is directed to an individual because of his or her gender and (1) when submission to such conduct is made either explicitly or implicitly a term or condition of instruction, employment, or otherwise full participation in college life; (2) submission to or rejection of such conduct is considered in evaluating a person's academic work or job performance; or (3) such conduct has the purpose or effect of interfering with a person's academic or job performance or creating a sexually intimidating, hostile, or offensive working or educational environment.</p>
<p><b>(definitions of terms used in Part 4 of this policy)</b></p>	<p>(See RIC <a href="#">Affirmative Action website</a>)</p>

**PART 4. STATEMENT OF POLICY**

In accordance with its policy of nondiscrimination, Rhode Island College prohibits sexual harassment and harassment on the basis of race, color, creed, national or ethnic origin, gender, religion, disability, age, sexual orientation, gender identity or expression, marital, citizenship status or status as a special disabled veteran, recently separated veteran, Vietnam era veteran, or any other veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized (except in those special circumstances permitted or mandated by law).

Sexual harassment is a form of gender discrimination and is a violation of state and federal law.

## PART 5. PROCEDURES

Complaints about illegal harassment will be responded to promptly. Retaliation against an individual bringing a complaint of illegal harassment constitutes a violation of college policy as well as [state and federal law](#). An individual found guilty of illegal harassment or retaliation, or any individual who initiates a fraudulent claim of harassment, shall be subject to disciplinary action. All persons who believe that they are or may have been victims of illegal harassment are encouraged to seek resolution promptly through the established informal and formal procedures of the college as set forth in the [Complaint Resolution Policy](#).

Individuals seeking information regarding illegal harassment may consult with [any of these offices or individuals](#) for advice and assistance. Those who have been witness to illegal harassment should report their observations as well.

All employees of Rhode Island College are expected to make every effort to ensure that students and fellow employees are not subjected to any form of sexual or other illegal harassment. This effort may be formal or informal, depending on the circumstances.

Students who engage in illegal harassment off college premises at college-related activities will be subject to discipline in accordance with the [Code of Student Conduct](#).

Confidentiality will be respected during all complaint procedures to the degree the procedure will allow. However, if an employee or student wishes to bring a complaint and remain anonymous, the ability of the college to respond may be limited.

The Affirmative Action Office has institutional responsibility for monitoring the college's compliance with applicable state and federal laws prohibiting discrimination in the form of illegal harassment.

College officials receiving complaints of illegal harassment should report the same to the Affirmative Action Office so that effective monitoring of illegal harassment incidents can take place.

Students and employees shall retain their right to seek resolution for alleged illegal harassment by filing a complaint with responsible state and federal civil rights agencies:

[R.I. Commission for Human Rights](#)  
180 Westminster Street, 3rd Floor  
Providence, RI 02903  
Tel: 401-222-2661

[Equal Employment Opportunity Commission \(EEOC\)](#)  
John F. Kennedy Federal Building  
475 Government Center  
Boston, MA 02203  
Tel: 617-565-3200

## PART 6. GUIDELINES

Those who have been witness to illegal harassment should report their observations to one of the offices or individuals designated as [college contacts](#).

## PART 7. RESPONSIBILITIES

Responsible Official	List of Responsibilities
Affirmative Action Office	1. Take appropriate action
Offices and individuals serving as responders to illegal harassment complaints	1. Provide assistance to those with illegal harassment complaints 2. Report the complaint to the college Affirmative Action Office

## PART 8. CONTACTS

Subject	Office or Position	Telephone Number	E-Mail
Policy Clarification	Affirmative Action Office	(401) 456-8218	<a href="mailto:AffirmativeAction@ric.edu">AffirmativeAction@ric.edu</a>
To report an illegal harassment incident	<a href="#">Designated offices and individuals</a>		

## PART 9. POLICY ENFORCEMENT

<b>Violation(s)</b>	Illegal harassment in violation of this policy
<b>Potential consequences</b>	Disciplinary action, legal sanctions as prescribed by law
<b>Where to report violations</b>	<a href="#">Designated offices and individuals</a> , or <a href="#">Affirmative Action Office</a>

## PART 10. FORMS/TEMPLATES/REFERENCE DOCUMENTS

The RIC <a href="#">affirmative action website</a> has many resources and links pertaining to this topic
<i>Please note: links to relevant sections of state law cited herein are examples only; they do not represent the full range of illegal harassment prohibited by the state</i>
<a href="#">R.I.G.L. Chapter 11-21 (Hazing)</a>
<a href="#">R.I.G.L. § 11-42-2 (Extortion and blackmail)</a>
<a href="#">R.I.G.L. § 11-44-1 (Vandalism – Obstruction of lawful pursuits)</a>
<a href="#">R.I.G.L. § 11-44-21.1 (Graffiti – Defacing private residences, offices, businesses or commercial property)</a>
<a href="#">R.I.G.L. § 11-44-21.1 (Trespass and Vandalism)</a>
<a href="#">R.I.G.L. Chapter 11-45.1 (Unreasonable Noise Levels)</a>
<a href="#">R.I.G.L. § 11-45-1 (Disorderly Conduct)</a>
<a href="#">R.I.G.L. § 11-52-4.2 (Cyberstalking and Cyberharassment)</a>
<a href="#">R.I.G.L. § 11-59-2 (Stalking)</a>