

Racial, Religious and Ethnic Harassment and Intimidation Prevention, 7.08

Chapter 7: General Administrative

Responsible Office: Human Resources

Applies to: Faculty, Staff and Students

BOT Approved: 10/15/2024

Policy:

Rhodes State 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.

Guidelines:

I. Definitions

- a. Harassment: 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.
- b. Intimidation: The violation of ethnic intimidation described in section [2927.12 of the Revised Code](#)

II. Training Requirements

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

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

III. Support for Affected Individuals

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

IV. 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 religious identity at the institution.

V. Law Enforcement Partnerships

Ohio State University Police, Allen County, and the Ohio State Highway patrol have primary jurisdiction on the RSC / OSU-L campus and the Lima Police Department for the Borra Center for Health Sciences. There are active mutual aid agreements with Allen County and collaboration occurs regularly to provide a safe campus.

VI. 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 the College's [Free Speech Policy 7.02](#).

VII. Reporting Procedure

The College is dedicated to ensuring that all complaints 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 Racial, Religious and Ethnic Harassment and Intimidation Procedure 7.08(a).

References:

Campus Accountability and Modernization to Protect University Students "CAMPUS" Act

[Ohio Revised Code 2927.12](#)

[Ohio Revised Code 3345.0212](#)

Related Policies or Procedures:

Racial and Ethnic Harassment and Intimidation Procedure 7.08(a)

[Free Speech Policy 7.02](#)

History:

	Date:	Reason:
Issued:	10/15/2024	Original BOT approval date to ensure compliance with the CAMPUS Act
Revised:		
Revised:		

This policy and / or procedure provides operating principles for Human Resources issues at Rhodes State College. It supersedes any prior policy covering specific subject. This policy and/or procedure may be suspended, modified or cancelled as determined by the College. This policy and/or procedure does not create a contract of employment, nor is it a condition of employment between the College and its employees