

Harassment

Harassment is generally defined as a course of conduct which annoys, threatens, intimidates, or puts a person in fear for their safety or security. Harassment is any unwanted, unwelcomed, and uninvited behavior that demeans, threatens, or offends the victim and results in a hostile environment for the victim. Communication that is unwanted and pervasive is also unacceptable. This type of harassment can occur in any form and can be directed at individuals or groups. When appropriate, minor infractions can be resolved informally and with remedial steps, including training, counseling, or mediation. When this harassment harms the person by severely, persistently, or pervasively interfering with the person's educational opportunities, peaceful enjoyment of residence and community, or terms of employment, it is subject to disciplinary action, up to and including expulsion. In all cases, the Institute encourages individuals to seek support and assistance as soon as harassing conduct occurs. Before any conduct can be considered for possible formal grievance procedures, it must be clear that no substantial free expression interests are threatened by bringing a formal charge of harassment. If a student has been subject to harassment or discrimination the student should consult with the Office for guidance