

## **CORNELL COLLEGE Anti-Discrimination Statement**

Cornell College affirms the rights of its students, faculty, and staff to live, work, and study in an environment free from discrimination or harassment on the basis of race, color, sex, sexual orientation, religion, age, national origin, or disability. Discriminatory behavior is a serious violation of community standards and may result in disciplinary action up to and including termination or expulsion.

This policy shall not be construed to discourage legitimate intellectual inquiry, debate, discussion or advocacy on the Cornell campus consistent with principles of academic freedom and free speech rights.

Sexual harassment is a form of sex discrimination and is prohibited conduct.

Sexual harassment is unwelcome conduct of a sexual nature. Sexual harassment can include unwelcome sexual advances, requests for sexual favors, or other verbal, nonverbal, physical, or other conduct of a sexual nature when:

- a. submission to such conduct is made either explicitly or implicitly a term or condition of an individual's academic, extracurricular or employment status;
- b. submission to or rejection of such conduct by an individual is used as the basis for academic, extracurricular or employment decisions affecting that individual, including but not limited to grades, academic assignments, promotions, tenure, performance evaluations, pay adjustments, discipline, work assignments, or receipt of education- or employment-related benefits; or
- c. such conduct has the purpose or effect of unreasonably interfering with an individual's academic, extracurricular or work performance, or of creating an intimidating, hostile, or offensive educational or working environment.

In addition to sexual harassment, other types of harassment and discriminatory conduct are also prohibited. Prohibited conduct includes but is not limited to unwelcome verbal, non-verbal, physical, or other conduct relating to an individual's race, color, sex, sexual orientation, religion, national origin, age, or disability, which has the purpose or effect of unreasonably interfering with an individual's work or academic performance or participation in College-sponsored programs or activities, or creates an intimidating, hostile, or offensive working, learning, social or residential environment.

**Discriminatory and harassing conduct will not be tolerated and must not be ignored by victims or witnesses. Any such conduct should be reported promptly to one of the following:**

**the Dean of Students, Heidi Levine - extension 4234  
the Vice President for Student Affairs, John Harp – extension 4234  
the Interim Dean of the College, Chris Carlson - extension 4210  
or the Director of Human Resources, Vickie Farmer - extension 4243**

Any retaliation against a person who reports alleged harassment or discrimination, or against a witness or other participant in an investigation, is strictly prohibited and will be considered a violation of this policy.