

# Students' Rights and Responsibilities (cont.)

c. For students, disciplinary proceedings before the Community Board, which may impose any of the following sanctions:

- (1) Warning.
- (2) Written reprimand.
- (3) Suspension.
- (4) Dismissal.

Pursuant to existing procedures, these Board sanctions may be noted on the student's transcript.

d. A referral will be made to the appropriate faculty committees or college officers or other members of the college community.

## 9. QUESTIONS OF INTERPRETATION

All questions of interpretation and application of these guidelines shall be decided by the Dean of Students (or his/her designee) after consultation, as needed.

## 10. OTHER RESPONSIBILITIES

The General Faculty Council (or designee) is responsible for:

- a. Offering advice to the administration concerning the further development and the enforcement of these guidelines through content-neutral policies related to time, place, and manner.
- b. Reviewing of the effectiveness of these guidelines and offering proposals for change.

The General Faculty Council recommends that the Dean of Students and the Director of Safety and Security adopt the relevant portions of these guidelines for public events sponsored by the college or by departments.

## G. Faculty Statement on Intrusion of Unauthorized Persons into Private Offices

*The following resolution was adopted by the General Faculty Council on April 10, 1987 to clarify the college's stance on the intrusion of unauthorized persons into private offices.*

The General Faculty Council views with grave concern the intrusion by unauthorized persons into private offices containing sensitive materials. Such intrusion can result in the exposure of confidential information to possible violation and abuse and can constitute serious violations of individuals' rights to privacy.

## H. Oberlin College Policy on Discrimination and Harassment

*As of its effective date, December 31, 2010, this Policy on Discrimination and Harassment (the policy) incorporates and supersedes all other policies, procedures, and statements on discrimination and harassment previously adopted or issued by Oberlin College and/or its faculty, students, or employees.*

## 1. POLICY STATEMENT

Oberlin College is committed to creating an institutional environment free from discrimination and harassment for students and employees. Thus, discrimination and harassment based on the following categories are prohibited: race, color, sex, marital status, religion, creed, national origin, disability, age, military or veteran status, sexual orientation, family relationship to an employee of Oberlin College, and gender identity and expression. [NOTE: In affirming the prohibition against discrimination and harassment on these bases, Oberlin College also affirms its compliance with applicable laws. Title VII of the Civil Rights Act of 1964 prohibits employment discrimination based on race, color, religion, sex, or national origin, and the Age Discrimination in Employment Act of 1967 prohibits employment discrimination based on age against individuals who are 40 years of age or older. Other federal laws prohibit discrimination against individuals in programs or activities that receive federal financial assistance. These laws prohibit discrimination on the basis of race, color, or national origin (Title VI of the Civil Rights Act of 1964), sex (Title IX of the Education Amendments of 1972), disability (Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990), and age (Age Discrimination Act of 1975). In addition, Chapter 4112 of the Ohio Revised Code prohibits discrimination in various contexts based on race, color, religion, sex, military status, national origin, disability, age, or ancestry. Likewise, Section 1185.02 of the Codified Ordinances of Oberlin prohibits discrimination in housing based on race, color, religion, sex, sexual orientation, ancestry, handicap, familial status, or national origin of any prospective owner, occupant or user of the housing.]

In addition, should any applicable law be enacted in the future prohibiting discrimination and/or harassment based on a category not listed above, or should there be other changes in the applicable law governing discrimination and/or harassment, this Policy will be deemed amended to the extent necessary to reflect such changes.

Oberlin College deplores incidents of discrimination or harassment wherever they may occur—for example between students, between employees, and between students and employees. The college is especially mindful of its obligation to seek learning opportunities for its students. Discrimination or harassment, whether overt or covert, may directly or indirectly have a negative impact on students' abilities to learn. Discrimination not only may have undesirable educational and psychological consequences; it is also against the law. Perpetrators of such behavior can be subject to College adjudication processes, including disciplinary action up to and including termination, suspension, and expulsion as appropriate. The community is further advised that recourse can be sought through the Equal Employment Opportunity Commission (EEOC), the Office of Civil Rights (OCR), the Ohio