Discrimination, Harassment, Bias and Other Related Responses

Definitions

The following general definitions are provided to promote a general understanding of these important concepts. College policies may include more detailed definitions of some of these concepts. Those policy definitions will govern when any policy is implemented or enforced.

Bias report

A communication or action that is stereotypical, exclusionary, mocking, degrading, or invalidating, and usually related to actual or perceived affiliation to what are classified by law as protected classes, as well as other traits. Bias reports may not constitute a violation of law or College policy, but may, nevertheless, have a significant negative effect on members of the campus community.

Harassment

Harassment includes unwelcome conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it interferes with an individual's ability to participate in the educational offerings and programs of the College. This includes creation of a hostile environment in learning, living, or work settings and can consist of a single incident or a series of repeated incidents.

Discriminatory Harassment

Discriminatory Harassment is harassment, as defined above, that is based on the individual's actual or perceived protected characteristic including race, ethnicity, color, religion, national origin including shared ancestry, disability, veteran status, marital/familial status, possession of a General Education Development Certificate (GED) as compared to a high school diploma, sexual orientation, gender identity, gender expression, sex, age, or genetic information, or other legally-protected traits.

Hate Crime

A crime, often involving violence or a threat of violence, that is motivated by bias against individuals or groups based on their actual or perceived race, color, religion, national origin, sexual orientation, gender, gender identity, or disability or other protected trait. A hate crime often involves violence or the threat of violence.

Hate Speech

Any form of expression through which speakers intend to denigrate, vilify, or incite hatred against a group or a class of persons based on their actual or perceived race, color, national origin, ethnicity, religion, sexual identity, gender identity, ethnicity, disability, or other protected trait, without inciting violence or creating a clear and present danger. In some contexts, hate speech may be protected by principles of free expression.

Title VI

A federal law that prohibits discrimination on the basis of race, color and national origin by entities that receive federal funding. Title VI was adopted as part of the Civil Rights Act of 1964.

Title VII

A federal law that prohibits discrimination in employment on the basis of race, color, religion, sex (including pregnancy) or national origin. Title VII was adopted as part of the Civil Rights Act of 1964.

Title IX

A federal law the prohibits sex-based discrimination by any educational program or activity that receives federal financial assistance. The law requires institutions to have a policy that outlines its response to reports of certain forms of sexual harassment or sexual violence. Title IX was adopted as part of the 1972 Federal Education Amendments.