

1338 Opposition to Harassment Discrimination

Effective Date: 7/1/2024 | Last Reviewed: 7/1/2024 | Old Policy Number: E3.35

I. Introduction

The College is dedicated to cultivating a healthy and safe environment that upholds the inherent dignity and worth of every member of our community, free from harassment and discrimination. The College adheres to federal and state civil rights laws that prohibit such conduct and prohibit retaliation against individuals who report harassment in good faith.

Allegations of harassment are taken seriously, and the College responds promptly to complaints, taking appropriate action to eliminate prohibited conduct, mitigate its effects, prevent recurrence, and apply corrective measures as outlined the College's [Policy 1310. Corrective Action](#).

All individuals in positions of authority within our community must recognize the power dynamics inherent in their relationships with students and subordinates, maintaining professionalism at all times. As such this policy is interpreted consistent with the College's [Policy 1346. Employee-Student Consensual Relations](#) and [Policy 1307. Employment of Relatives](#).

This Policy applies to all members of the College community, including employees, faculty, students, visitors, and guests. It encompasses all campus activities and College-related functions, on or off-campus, during or outside normal operational hours, and during business, academic, or athletic travel. It extends to all electronic communications, including social media, whether using College-owned devices or personal devices.

II. Harassment and Discrimination Generally

Stonehill College prohibits harassment or discrimination based on race, color, national origin, religion, disability, age, veteran status, marital status, gender, gender identity, sexual orientation, or other protected status under federal and state laws.

Examples of prohibited conduct include:

1. Offensive or derogatory remarks.
2. Display of offensive symbols.
3. Failure to accommodate legally mandated work restrictions.
4. Segregation based on protected identity.
5. Failure to provide reasonable religious accommodations.
6. Retaliation against employees asserting their rights under this Policy.

Individuals who believe they have experienced non-sexual harassment or discrimination may file a complaint in accordance with the College's [Policy 1341. Employee Grievances](#).

The Office of the General Counsel conducts primary prevention, awareness programs, and ongoing training to enable community members to identify and report harassment, discrimination, and abusive behavior, and to understand intervention options.

III. Sexual Harassment

Stonehill College complies with state and federal harassment and discrimination laws, including Title IX, the Violence Against Women Act, and the Campus Sexual Violence Elimination Act. Refer to the College's policy Opposition to Sexual and Gender-Based Misconduct for detailed policies and procedures.

Violations not meeting the definition of gender-based misconduct under the Gender-Based Misconduct Policy are handled under this or other applicable College policies.

IV. College Resources

Designated contacts for harassment or discrimination concerns:

- Lily Krentzman, Assistant Vice President of Human Resources/ Deputy Title IX Coordinator, 508-565-1105
- Thomas V. Flynn, Vice President and General Counsel, 508-565-1404
- Whistleblower Hotline for anonymous reporting: 1-877-472-2110
- Employee Assistance Program: 1-800-624-5544

For student-related concerns under the Gender-Based Misconduct Policy:

- Dr. Pauline Burke, Vice President for Student Affairs, 508-565-1363
- Dr. Kevin Piskadlo, Associate Vice President for Student Affairs/Dean of Students, 508-565-1363
- Alana Clark, Assistant General Counsel/Civil Rights and Title IX Coordinator, 508-565-1404
- Ali Hicks, Director of Community Standards/Deputy Title IX Coordinator, 508-565-1323

V. Government Resources

Formal complaints can be brought to government agencies:

- Office for Civil Rights, U.S. Department of Education, 617-289-0111
- Equal Employment Opportunity Commission, 617-865-3670
- Massachusetts Commission Against Discrimination, 617-994-6000

For more information, please contact the respective agencies directly.

Stonehill College encourages the resolution of complaints internally but supports individuals seeking external avenues for redress if necessary.