• Unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or education, (2) submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting an individual.
• Inappropriate conduct that has the purpose or effect of substantially interfering with an individual's academic or work performance or is so severe or pervasive that it creates an intimidating, hostile or offensive environment.

Forms of Harassment. Harassment generally takes one of two forms: "quid pro quo" harassment, in which the harasser makes sexual favors or tolerance of unwelcome behavior a condition of the victim's success in some way; or "hostile environment" harassment, in which the overtly sexual nature or derogatory (based on one's race, religion, ethnicity, gender, age, disability, marital status, amnesty, or status as a veteran) nature of conversations, pictures, humor and/or activities taking place in an academic work environment makes it difficult for students and employees to concentrate on their work/studies. Often, the hostile educational / work, in class and out of class, environment means that the victim feels uncomfortable, unwelcome, intimidated, or afraid to speak or choose freely. "Hostile environment" harassment is generally less clear and overt. Unwanted, offensive and/or culturally insensitive conduct, language, or images based on one's race, religion, ethnicity, gender, age, disability, marital status, amnesty, or status as a veteran, may not be directed at a specific individual; nevertheless they may create an atmosphere that is intimidating or offensive to an individual. It is important to note that harassment may take place in an academic, residential or work setting.

Examples of behavior that may constitute either "quid pro quo" or "hostile environment" are listed below. The list below provides only some examples and does not illustrate all types of harassment.

• practices, policies and actions which disadvantage an individual or group on the basis of characteristics such as their skin color, race (and related physical characteristics), religion, ethnicity, gender, age, disability, marital status, amnesty, or status as a veteran.
• any pressure, subtle or otherwise, for sexual activity
• unnecessary brushes or touches
• offensive graffiti
• display of offensive, demeaning images based on sexual orientation, race, religion, ethnicity, gender, age, disability, marital status, amnesty, or status as a veteran
• use of insults or slurs or language meant to stigmatize another based on
sexual orientation, race, religion, ethnicity, gender, age, disability, marital status, amnesty, or status as a veteran

- making use of insulting or “fighting” words or non-verbal symbols. In the context of harassment, insulting or “fighting” words or non-verbal symbols are those “which by their very utterance inflict injury or tend to incite to an immediate breach of the peace,” and which are commonly understood to convey direct and visceral hatred or contempt for human beings on the basis of their personal characteristics
- disparaging remarks about one’s sexual orientation, race, religion, ethnicity, gender, age, disability, marital status, amnesty, or status as a veteran
- aggressive or hostile behavior or taunts based on disparaging remarks about one’s sexual orientation, race, religion, ethnicity, gender, age, disability, marital status, amnesty, or status as a veteran
- physical aggression or intimidation, including subtle contact such as pinching and patting
- sexual innuendos or persistent use of sexually suggestive or racially-charged language that another person finds offensive, demeaning, or otherwise inappropriate
- verbal harassment disguised as humor (e.g., crude or ethnic jokes)
- obscene gestures
- sexist or suggestive remarks about a person’s clothing, body, or sexual activities
- conditioning an educational or employment decision or benefit on submission to sexual conduct or tolerance of racially/ethnically motivated discrimination
- pranks based on disparaging remarks about one’s sexual orientation, race, religion, ethnicity, gender, age, disability, marital status, amnesty, or status as a veteran

**Intent and Effect.** Harassment is unwelcome behavior that is either intended to harass or has the effect of harassing by abusing the dignity of an individual or creating an intimidating, offensive, or coercive environment. **Behavior that was not intended to be harassing can be perceived as harassing.**

**Power.** Harassment most often occurs between people of unequal power: when such a power differential exists (e.g., such as a physically larger person over a smaller one, a supervisor over a subordinate employee, a faculty member over a student), the victim is not in a position to freely object, resist, or give fully free consent. However, harassment can also occur where no formal power differential exists, if the behavior is unwanted by, or offensive to, the victim.

**Educational Activities.** In order to cultivate a creative learning environment, Messiah College encourages free inquiry and expression within the bounds of our Christian commitments. Members of the community have the right to hold and defend a variety of viewpoints within an educational setting. For educa-
tional purposes required readings(s), educational activities (videos, projects, discussions, etc.), music, drama or art may include historical information that portrays groups or individuals in a pejorative fashion. Educators carry responsibility for directing these activities with care and sensitivity.

**Same-Sex Harassment.** Both males and females are protected by law from sexual harassment. Moreover, the law prohibits sexual harassment regardless of the sex of the harasser; i.e., even if the harasser and the person being harassed are members of the same sex.

**GRIEVANCE RESOLUTION**
In foundational documents that outline the College’s mission, college-wide educational objectives, foundational values, and strategic plan, the College has affirmed that reconciliation across lines of racial and cultural division as well as behavior respectful of gender is central to our identity as a Christian institution. We seek to create a welcoming community which is characterized by the Biblical vision for justice, respect, inclusiveness, diversity, and shalom. Therefore, Messiah College deplores all incidents of harassment, intimidation and discrimination. Any act of harassment, intimidation or discrimination, whether it be committed intentionally or unintentionally, by employees of the College or students, is contrary to the ideals of Christian ethics, Christian community, and our educational mission.

This means that the College will respond promptly and firmly to reported incidents in ways that are educational and redemptive and that encourage both personal responsibility and reconciliation within the community.

Once made aware of a grievance, Messiah College is committed to commence an appropriate investigation of the allegations. As such, a grievance procedure has been established for the benefit and use of all:

**INFORMAL RESOLUTION PROCESS**
Since many complaints and disputes can be settled in conversation between the people involved, individuals are encouraged to begin the resolution process by speaking with their Residence Director. Residence Directors are expected to facilitate an earnest effort to resolve these issues as promptly as possible. Commuting students can report directly to the Associate Dean of Students.

a. If an individual considers it to be more appropriate, a conversation may be scheduled with the Vice Provost / Dean of Students, the Associate Dean of Students, or the Director of Safety.

b. With the exception of pastoral or counseling staff, acting in their professional role, if employees become aware that harassment, discrimination or any other concerning behavior (related to disability, etc.) is occurring, either from personal observation or as a result of an individual coming forward, they should immediately report it to the Associate Dean of Students.

In both cases, the Associate Dean of Students will consult with appropriate