

Messiah University

Harassment Policy

Messiah University is committed to creating an atmosphere of dignity and respect in which students and employees can pursue their educational and employment opportunities free from discrimination, harassment, or retaliation.

Likewise, Messiah University takes seriously its responsibilities under state and federal law to actively prohibit and promptly address complaints of misconduct, including harassment.

As such, harassing behavior in any manner or form, by anyone in the University community is expressly prohibited. All University employees and students are responsible for maintaining an environment free of harassment and other forms of misconduct. In addition, University employees and students have the right to report concerns of misconduct, such as potential harassment, to the University and receive access to the rights and options for University response as outlined in this policy.

Scope of Policy

This policy addresses a range of inappropriate conduct for which the common elements include any unwelcome conduct on the basis of protected characteristics that significantly interferes with the educational and/or employment opportunities of Messiah University community members.

Harassment may be expressed through behavior that creates a hostile educational or employment environment, or quid pro quo behavior (in which a University employee or agent conditions educational benefits or participation on a person's submission to unwelcome conduct).

The specific definitions of harassment and the procedures to address harassment are determined by:

- the nature of the harassment, and
- the roles of the individuals involved.

The *nature of harassment* describes the characteristics of a group or person's identity that are being targeted or discriminated against. Federal and state laws determine these characteristics, which may impact both the definition of harassment that may be applied and the processes that may be applied to address the harassment.

The *roles of the individuals involved* describe the relationship between the individual(s) that alleges having experienced harassment (identified as complainants in this policy) and the individual(s) accused of harassing others (identified as the respondents in this policy).

This relationship helps identify the rights and processes that apply to the parties, whether employment and/or education is being impacted, and the power dynamics that are present in the harassment.

Both employees and students may report experiencing harassment or may be accused of harassing others.

This policy also applies to harassment and/or misconduct of or by individuals not directly affiliated with the University, e.g. contractors, vendors, visitors.

This policy also applies to harassment and/or misconduct off-site or after normal business hours in University-related settings, including but not limited to business trips, athletic events, conferences, and University-related social events.

This policy applies to harassment allegations that do not constitute a potential violation under Title IX of the Education Amendments of 1972. *To learn more about potential sexual harassment or sex-based discrimination under Title IX, see [Messiah University's Title IX information](#).*

Legal Context

Messiah University supports and maintains compliance with legislation that addresses harassment on the basis of protected characteristics, such as [Title VII of the Civil Rights Act of 1964](#), [the Americans with Disabilities Act](#), [Section 504 of the Rehabilitation Act of 1973](#), [the Age Discrimination in Employment Act](#), and [Title VI of the Civil Rights Act of 1964](#).

These laws have established obligations for institutional policy and process to better prevent, address, and educate on harassment.

In addition, harassment and cyber-harassment of minors constitute [crimes in the Commonwealth of Pennsylvania](#) and may be reported to local law enforcement.

Information about Harassment

Harassment generally takes one of two forms:

“Hostile environment” harassment occurs when the misconduct takes place in or in connection with an educational or employment context, creating an obstacle for the complainant (sometimes referred to as a victim) to concentrate on, access, or succeed in their educational or employment activities and opportunities.

“Quid pro quo” harassment occurs when the respondent (sometimes referred to as a perpetrator) conditions the complainant’s access to and/or success in an educational and/or employment opportunity, creating pressure for the complainant to permit the misconduct.

Harassment often makes the complainant feel targeted, devalued, unwelcome, intimidated, or afraid to speak or choose freely.

Harassment is unwelcome behavior that is either intended to harass or has the effect of harassing by targeting the dignity of an individual or creating an intimidating, offensive, or coercive environment. Behavior that was not intended to be harassing can be experienced as harassing. It is the responsibility of the University to consider the elements of the complaint to determine if the misconduct may constitute harassment.

Both hostile environment harassment and quid pro quo harassment often occur 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 complainant’s ability to freely object, resist, or give consent may be impaired. However, harassment can also occur where no formal power differential exists, if the behavior is unwanted by, or offensive to, the complainant.

It should be noted that in order to cultivate a creative learning environment, Messiah University 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 educational 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. In addition, the University values a spectrum of Christian beliefs and expects respectful and appropriate dialogue as these beliefs intersect in our community. This policy may apply if community standards of respect and appropriate communication are violated.

Examples of harassing behavior include (but are not limited to) the following:

1. Insults or slurs, offensive remarks, pranks or language targeting an individual or group based on characteristics such as one's race, ethnicity, religion, disability status, sexual orientation, gender, etc.
2. Offensive or demeaning images based on characteristics such as one's race, ethnicity, religion, disability status, sexual orientation, gender, etc.
3. Graffiti or other forms of property damage that may be offensive, targeting, intimidating, demeaning or humiliating.
4. Aggressive or hostile behavior, threats or taunts based on characteristics such as one's race, ethnicity, religion, disability status, sexual orientation, gender, etc.
5. Using digital media, including social media platforms, messaging platforms, blogs, websites, e-mails, chat rooms, and cell phones to threaten, target, demean, and/or humiliate.
6. Attempts at humor that may be offensive, targeting, intimidating, demeaning or humiliating.
7. Obscene gestures and suggestive remarks about a person's body, clothing or sexual activities.
8. Physical aggression or intimidation, including even subtle contact like pinching or patting.
9. Sexual innuendos or sexually suggestive charged language that may be offensive, targeting, intimidating, demeaning or humiliating.
10. Pressure, expectation, or coercion to participate in or permit sexual activity
11. Language that may offend, target, intimidate, demean, or humiliate someone on the basis of a racial and/or ethnic identity (including skin culture, culture, language of origin, etc.)
12. University policies and practices related to personal characteristics of an individual or group that have the purpose or effect of creating an intimidating, offensive, isolating, and/or degrading environment for that individual or group. *This includes (but is not limited to) the use of images, language, or actions that foster, condition, or tolerate discrimination based on skin color, race, culture, religion, disability, gender, personal identity and/or national or ethnic origin.*
13. All forms of sexual harassment and misconduct that include interpersonal violence. See [Sex-Based Discrimination, Sexual Misconduct, and Interpersonal Violence Policy](#).

Unwanted, offensive, and/or targeting conduct, language, or images do not have to be directed at a specific individual in order to create a hostile environment. It is important to note that harassment may take place in an academic, residential or work setting.

*For more information on how to identify harassment, see the FAQs.
Relevant definitions are included in Appendix A.*

Reporting Harassment

Community members (including employees and students) who believe that they have been subjected to or witnessed potential harassment are encouraged to report the matter.

University community members that wish to file a report concerning potential harassment may do so in whichever manner best addresses the concerns of that individual. Options for reporting harassment include:

Concerns and complaints may be submitted online: www.messiah.edu/incident.

This form also provides an anonymous reporting option for community members that are not designated as Campus Security Authorities.

Concerns and complaints may also be shared in person, or through email:

1. An employee or student employee can speak to his/her supervisor or division executive.
2. Students may directly contact the Director of Standards and Conduct/Title IX Coordinator.
3. A student can also speak to a trusted employee, such as a Residence Life Educator, academic advisor, or athletic coach for help reporting.
4. An employee can speak to an HR representative or the Director of Standards and Conduct/Title IX Coordinator.
5. All community members may contact the Department of Safety to report a concern.

To report an allegation of harassment in person (or to address questions about incidents of harassment or this policy), contact one of the following University resources:

**Director of Standards and Conduct
Title IX Coordinator**

Hannah McBride

Old Main 203

hmcbride@messiah.edu, 717-796-1800 ext. 2608

Assistant VP of Human Resources

Inger Blount

Old Main 129

iblount@messiah.edu, 717-796-1800 ext. 3941

Department of Safety

Greenbriar Building

717-791-6005

Maranda Hogue, Director of Safety

mhogue@messiah.edu

To hear reporting and response options confidentially or to submit an anonymous report in person, community members at Messiah University may contact:

Prevention & Education Specialist

Emma Dougherty

Old Main 1st Floor

edougherty@messiah.edu, 717-796-1800, ext. 7085

Retaliation

Retaliation in response to a report—including against someone who reports an allegation of harassment, or against someone who participates in a process to address harassment—is strictly prohibited by University policy and by law.

Retaliation can occur in many forms; freedom of association and freedom of personal expression are not considered acts of retaliation unless the actions include actual or perceived threats of harm.

Retaliation is defined as conduct that may reasonably be perceived to:

adversely affect a person's educational, living, or work environment because of his or her good-faith participation in the reporting, investigation, and/or resolution of a report of a violation of University policy; or discourage a reasonable person from making a report or participating in an investigation under University policy.

Retaliation includes, but is not limited to, acts or words that constitute intimidation, threats, or coercion intended to pressure any individual to participate, not participate, or provide false or misleading information during any proceeding under University policy.

Examples of retaliation include:

- abuse or violence, other forms of harassment
- making false statements about another person in print or verbally with intent to harm their reputation
- suspending an individual from a team or organization
- changing an individual's position to an undesirable one
- withdrawing opportunities from an individual
- giving an individual lower or failing grades
- preventing an individual from participating in activities
- threatening an individual with suspension or expulsion

Retaliation can be committed by any individual or group of individuals. Retaliation is prohibited even when any initial allegation does not result in a finding of responsibility, is eventually dismissed or is deemed to lack merit.

Retaliation on behalf of a member of the University involved in a process to address harassment (reporting, responding, or witnessing parties) by someone outside the University community (i.e., a non-employee or non-student) may result in the University imposing sanctions on the allied University party.

Amnesty for Students

Under this policy, Messiah University students have access to the University's Medical Amnesty policy, which states:

Students, regardless of age, will be granted immunity from university disciplinary proceedings for the possession or consumption of alcohol if the Department of Safety, Residence Life staff, or other University officials, becomes aware of the possession or consumption solely because the individual was seeking medical assistance for someone else. The person seeking assistance must reasonably believe he or she is the first to call for assistance, must use his/her own name with authorities, and must stay with the individual needing medical assistance until help arrives. Students will be immune from student disciplinary proceedings for consumption or possession of alcohol if she/he can establish the following:

1. The only way University officials became aware of the person's violation is because the person placed a 911 call, or a call to Dispatch/ Department of Safety, police or emergency services, in good faith based on a reasonable belief that another person was in need of immediate medical attention to prevent death or serious injury.
2. The student reasonably believed she/he was the first person to make a 911 call, or a call to Dispatch/Department of Safety, police or emergency services, and report that a person needed immediate medical attention to prevent death or serious injury.
3. The student provided his/her own name to the 911 operator or equivalent campus safety, police or emergency officer.
4. The student remained with the person needing medical assistance until emergency health care providers arrived and the need for his/her presence had ended.

The health risks associated with the use of illegal drugs and the abuse of alcohol are significant. Alcohol and other drugs affect brain functioning, result in direct injury to body tissue, are the cause of several

thousand traffic fatalities each year, lead to addiction in some individuals, and can alter moods in a potentially harmful way.

The University desires and is prepared to help students and employees who have a drug- or alcohol-related problem. Students who ask for help will be treated through the Counseling Center rather than through the disciplinary process, in most circumstances. Similarly, employees seeking assistance will be provided with access to substance abuse programs, community resources for assessment and treatment, and counseling. Confidential assistance is available through Counseling Services. The University will also refer students to off-campus treatment centers if requested or if the issues being addressed warrant such referral.

For additional information on resources available, students should contact the Engle Center.

Amnesty does not apply to employees.

Confidentiality

Any student—complainant, respondent, or witness—involved in an allegation and/or report of harassment may have access to a confidential resource. On-campus confidential resources include:

- Prevention and Education Specialist, Emma Dougherty (ext. 7085)
- Professional staff in the Counseling Center (ext. 5357))—*confidential for undergraduate students only*
- Campus Pastors (ext. 3080)—*confidential for undergraduate students only*

Employees are expected to report incidents of potential harassment to the University. Employees may access confidential resources for support through the University's Employee Assistance Program. For more information, employees may contact:

- Jennifer Smithmyer, the Health & Wellness Manager in Human Resources (ext. 7086)

Employees may also speak to the Community Pastor for on-campus support, but in cases of possible harassment, employment discrimination or interpersonal harm, confidentiality may not be possible:

- Stephen Gallaher, Community Pastor for Employees (communitypastor@messiah.edu)

Please note the University is required by law to provide an option for anonymous reporting, but the University's ability to respond to anonymous reports may be limited.

If an anonymous report is submitted online and personally identifiable information is included, that information may be used in an investigation.

A complainant who reports confidentially (through the online anonymous option or in person to the Prevention and Education Specialist, Campus Pastors, or staff in the Engle Counseling Center) needs to understand that, if the complainant wants to maintain confidentiality, the University may be unable to investigate the complaint or pursue disciplinary action against the respondent.

Even so, campus resources will still assist community members in receiving access to reasonable options for protection and support, such as advocacy, academic and/or employment support or accommodations, health or mental health services, disability services, changes to living assignment and adjustments to working or course schedules.

A complainant who at first requests confidentiality may later decide to file an informal or formal complaint with the University or report the incident to local law enforcement.

Complainants that have experienced sexual harassment may also access confidential advocates through local agencies. These services are separate from the University's processes and free of charge.

YWCA of Carlisle & Cumberland County: [\(717\) 243-3818](tel:7172433818) or <https://www.ywcacarlisle.org/>

Supportive and Protective Measures

Messiah University provides access to University-issued supportive and protective measures for complainants, respondents, and witnesses that are impacted by allegations of harassment in our community.

The University will provide supportive and protective measures 1) as requested by affected parties, and 2) as deemed appropriate by the University—the provision of supportive measures is evaluated based on availability, precedence, and reasonable burden for the University and/or affected parties.

Supportive and protective measures available for request include:

- Academic support or flexibility
- Transfer to a different section of a class or a different assigned group
- Adaptations of practice and/or conditioning schedule
- Withdrawal from a class (if there is no option for moving to a different section)
- Move to a different room, residence hall, or on-campus apartment
- Provide permission for living off-campus
- Change in work schedule
- Change in work assignment
- Change in parking assignment
- Safety escort on campus

Supportive measures *may* include changes or restrictions imposed on another community member (such as the respondent) including:

- Change in residential assignment or Grantham Campus/commuting living privileges
- Campus restrictions
- Prohibition from enrolling in or maintaining attendance in specific course offerings
- Prohibition from attending specific events or activities
- Implementation of a No Contact Mandate and/or restrictions from campus
- Other reasonable measures

Supportive and protective measures may be obtained by speaking to University personnel including the Director of Standards and Conduct/Title IX Coordinator, the Prevention and Education Specialist, and the Director of Safety.

The Vice Provost for Student Success and Engagement/Dean of Students is also a resource for undergraduate students.

The Coordinator of Student Services is also a resource for graduate students.

The Assistant Vice President for Human Resources is also a resource for employees.

Response to Allegations of Harassment

The University will respond promptly and fairly to reported incidents of harassment. Our conduct approach seeks to provide a fair and informed process for our community members, address harm that has occurred, and develop outcomes that provide appropriate elements of education, accountability, and restoration. The identity and mission of Messiah University support elements of personal freedom and communal responsibility.

As is allowed under federal and state law, the University provides two options for response processes—Informal Resolution Process and Formal Resolution Process.

A complainant may request which process best meets their goals and the University is responsible for evaluating the request and allegation before assigning the process that is most appropriate for the allegation. (For example, threats of violence or incidents of sexual misconduct may not be permitted to be addressed through an informal resolution process.)

It should be noted that the complainant is not required to meet with or "work things out" with the respondent.

In addition, the University also affirms that in cases of substantial harm, egregious conduct violation, and significant elements of concern (such as a significant power differential or a respondent with a history of misconduct) the University may be required to take formal action regardless of the complainant's request. Formal action can include interim safety measures such as engaging University threat assessment protocols.

Informal processes are adjudicated by trained University officials and provide restorative options for identifying, addressing, and preventing harm.

Formal processes include investigation by trained University officials (or contracted professionals) and may include a hearing before issuing outcomes.

Adjudication of an allegation of harassment by an undergraduate student shall be conducted pursuant to the Undergraduate Student [Code of Conduct](#).

Adjudication of an allegation of harassment by a graduate student shall be conducted pursuant to the Graduate Student [Code of Conduct](#).

Adjudication of an allegation of harassment by an employee shall be conducted pursuant to the Employee [Grievance Procedures](#).

Outcomes: Sanctions and Remedies

The scope of possible disciplinary sanctions and remedies that may be assigned as outcomes of University conduct processes is described below. The application of sanctions and remedies will reflect the seriousness of the allegation and history of previous violations.

Note: Not all of these sanctions can or should be applied to respondents found responsible for harassment.

Note: Not all of these sanctions or remedies may be applicable for employees found responsible for harassment.

The University considers violations of this policy to be extremely serious violations and may be subject to SUSPENSION, EXPULSION, and/or TERMINATION from the University.

1. **Letter of Reprimand or Warning:** Written documentation of inappropriate behaviors or attitudes with a temporary record kept in the community member's file.
2. **No Contact Mandate:** University personnel may implement a No Contact Mandate at the request of a complainant *or* at the discretion of the University, according to the perceived need for boundaries and community impact.
3. **Loss of Privilege:** May include but is not limited to: loss of a privilege of participating in a University activity, in registration of vehicle, in visitation, or other matter. Graduating senior community members who violate University policies prior to graduation may lose the privilege of participating in senior activities and commencement ceremonies. The University may also implement the loss of supervisory and/or leadership roles at the University, or loss of eligibility for promotion.
4. **Housing Restrictions:** Students may be required to abide by specific housing assignments which may include but are not limited to: on-campus housing permission only, assignment to a single residence (without roommates), assignment to off-campus housing, or change in housing assignment as determined by the University. Additionally, residential community members who are on disciplinary probation within 6 months prior to the off-campus housing application deadline are not eligible to apply to live off campus. Employees that live on campus property may have their housing privileges limited or revoked.
5. **Developmental/Educational Assignments:** May include but are not limited to: attendance at educational programs, personal essay, mandatory professional development, and written reflection on issues relevant to one's discipline case or involvement in a mentoring relationship. Employees may be required to engage in professional development with further evaluation as part of a Professional Improvement Plan.
6. **Assessment and Treatment:** Community members may be assigned to undergo an off-campus assessment and relevant treatment as a condition for remaining in the community or as a condition for returning to the community.
7. **Fines:** A monetary fee imposed to deter and prevent activity detrimental to the community.
8. **Restitution:** A monetary fee imposed to compensate for loss, damage, or injury. This may take the form of appropriate service, monetary, or material replacement.
9. **Community Service:** Assignment to complete relevant, appropriate, and/or educational community service on or off campus.
10. **Disciplinary Probation:** A strong written reprimand. Notification is made to appropriate University officials: University-based financial aid may be reviewed, and community members in leadership positions (e.g., residence staff, SGA leaders, captains of intercollegiate athletics teams, ministry team leaders, supervisors, committee chairs, etc.) will be required to step down from their positions of leadership. Students in certain majors or programs will be subject to additional review by faculty within their academic discipline (e.g. Social Work, Teacher Education Program, Nursing, etc.). Community members who have applied to participate in leadership or travel opportunities such as

study abroad programs, cross-cultural courses, conferences, speaking opportunities, and University travel will be subject to further review by appropriate University personnel and may be revoked.

- 11. Ban from Campus:** Written notification to individuals: within the University community, closely affiliated with the University community, with prior affiliation to the University community, with intention to join the University community, and/or posing a threat of some kind to the University community. This notification indicates that the individual(s) in question are not permitted on University-owned property and/or to attend University events or activities. The University notifies local law enforcement of the implementation of a campus ban; should a campus ban be violated the University will notify local law enforcement and pursue action.
- 12. Suspension:** Involuntary separation of students from the University for a specified period of time. For suspensions of less than one semester, the suspended student is normally required to spend the period of suspension at home. A permanent record is kept in University disciplinary files. Academic advisors, residence directors, classroom instructors, and parents are normally notified. For short-term suspensions which permit the student to complete the semester, no refunds are issued for days missed. As determined by the Community Standards Committee, exams or assignments which are due in this period of time will be considered "0's" and no credit will be given. Although absence from class and chapel is not excused, individual professors may take the initiative to permit students to make up work missed. For suspensions where the student is not permitted to complete the semester, any refunds are issued in accordance with the withdrawal policy. For more information, please refer to the following web address:
http://www.messiah.edu/offices/business/student_accounts/index.html#refund.
Employees may be suspended from employment on a limited basis; this suspension may be assigned if a formal resolution process is underway or if further assessment of behavior is warranted. Employees may also be suspended from employment as a sanction.
- 13. Withholding degree:** The University may withhold awarding a degree otherwise earned until completion of the process set forth in the disciplinary procedures, including the completion of sanctions imposed.
- 14. Expulsion:** Permanent separation of the student(s) from the University. A permanent record will be kept in University disciplinary and academic files.
- 15. Termination:** Permanent separation of the employee(s) from the University. A permanent record will be kept in University disciplinary and employment files.

Appeals

The student grievance processes include the option for either the complaining or the responding party to file an appeal. Applications to appeal the outcomes (including findings and potential sanctions and/or remedies) may be submitted once the disposition and outcomes are issued by the Director of Standards and Conduct and/or designee.

Students wishing to submit an appeal after receiving the disposition and outcomes must do so by completing an online form, to which they will be provided access with the outcomes. Applications for appeal may only be considered on one or more of the following grounds:

- a; A procedural error or irregularity materially affected the decision of the hearing officer or body;
- b. Previously unavailable evidence is produced which will materially affect the decision of the hearing officer or body;
- c. The decision is unsupported by a preponderance of the credible evidence; or
- d. The sanction imposed is too severe in relation to the disciplinary violation.

Potential for employees to submit an appeal is subject to the University's status as an employer in Pennsylvania. Administrative, staff, graduate assistant and student employment is on an "at will" basis and for no definite period. Employment may, regardless of the time and manner of wage payments, be terminated at any time with or without cause by the University or the employee. The possibility for faculty members to appeal the outcome(s) of a conduct process as established by the tenure process may be taken into consideration.

The University maintains a high level of responsibility to provide an employment and educational environment free from discrimination and harassment.

Employee inquiries about submitting an appeal after receiving the disposition and outcomes must be directed to their Division Executive.

Prevention and Education

All campus departments who would be able to offer appropriate support for a community member reporting or responding to allegations of harassment need to be familiar with:

- Boundaries of confidentiality
- Reporting obligations under Title IX and the Clery Act
- Compliance with due process as it pertains to their role
- Reporting options available to the complainant
- Resources available for referral
- Services offered by the University and specific departments
- Trauma-informed response

Programming and prevention education for community members and employees addressing the issues of interpersonal violence and harassment will be addressed in multiple spaces and contexts at the University:

- Prohibited conduct, rights for community members, and reporting options for all incoming students and new employees.
- Reporting obligations for employees, and specifically for Campus Security Authorities.
- Ongoing primary prevention and awareness programs for the community, including options for bystander intervention (delegation, distraction, direct intervention, and de-escalation).
- Prevention education and trauma-informed response are addressed annually in all Residence Life staff training.
- Mandatory prevention and response education is provided to student groups on campus.
- Ongoing prevention and awareness programs for community members that focus on community norms, empathy-building, gender roles, appropriate professional boundaries, and healthy relationship skills.

Harassment education or training for decision-makers, investigators, and resolution facilitators is provided annually.

Offices and departments that are interested in receiving a designated training session or educational material on identifying, addressing, and preventing harassment may contact the Prevention and Education Specialist, Emma Dougherty, to request resources and facilitation.

Appendix A – Definitions of Policy Terms

Complainant:

Complainant is used to refer to a member of the Messiah University community who has potentially experienced harm or prohibited conduct and wishes to participate in a process to address the report of this harm or prohibited conduct.

Differential Treatment:

Treating someone differently (including behaviors, attitudes, policies, and practices) based on a protected characteristic (such as sex, race, ethnicity, disability status, religion, etc.) in a way that causes more than de minimis harm, except in limited circumstances. *An example of limited circumstances includes the University's ability to provide sex-separate living facilities or sex-separate athletic teams.*

Respondent:

Respondent refers to an individual (or individuals) that have been accused of causing harm and violating a University conduct policy.

Harassment:

Unwelcome conduct (including behaviors, attitudes, policies, and practices) based on the personal and/or protected characteristics of an individual or group that have the purpose or effect of creating an intimidating, offensive, isolating and/or degrading environment for that individual or group. This includes (but is not limited to) conduct that expresses, fosters, conditions, or tolerates discrimination based on perception, stereotypes, and/or identity.

Harassment can take the form of:

quid pro quo harassment, in which 1) an employee, agent, or other person authorized by the University to provide a benefit or service under the University's programs or activities 2) explicitly or subtly conditions a person's access to or success in the University's programs or activities 3) on that person's participation in and/or permission of unwanted conduct

hostile environment harassment, in which unwelcome conduct that, based on the totality of circumstances, is subjectively and objectively offensive and is severe or pervasive enough to create an environment that a reasonable person would consider intimidating, hostile, or abusive

The definition of harassment as expressed by the U.S. Equal Employment Opportunity Commission can be found [online](#).

Harassment is a form of employment discrimination that violates Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, (ADEA), and the Americans with Disabilities Act of 1990, (ADA).

In addition, Pennsylvania state law (18 Pa.C.S. § 2709) defining criminal harassment can be found [online](#).