

# Cheyney University Policy SA-2010-3004

## Policy on Student Harassment

**Approved by:** Student Affairs Council/ President's Cabinet

**History:** Issued -- 4-22-2010

**Related Policies:** n/a

**Additional References:** Cheyney University Student Code of Conduct

The University will not condone behavior that is destructive of another individual regardless of consent. Harassment of another person may be social, physical, mental, racial, or sexual. Due to the sensitivity and complexity of some harassment complaints, special consideration of the judicial structure is necessary.

Harassment is described as conduct by an individual or group, which creates or has the intended outcome of creating a hostile, intimidating, or offensive environment for another.

The following are considered to be violation:

- A. A course of conduct or repeatedly committed acts that serve no legitimate purpose;
- B. Mocking, taunting, or the use of derogatory slurs and epithets towards another;
- C. Direct or indirect threats to commit any act of violence with the intent to terrorize another.

In addition, threats to individual or university safety and security are also, for the purpose of this policy, considered to be a violation. Such behavior interferes with the ability of another to receive the tangible benefits of an education and may impede one's performance. Those found to be in violation of this policy will be dealt with severely and subject to harsh penalties.<sup>1</sup>

Students making a complaint of harassment against another student should contact a member of the Center for Counseling and Human Development faculty, or Residence Life staff members, including Residence Advisors. The specific purposes of the initial complaint session are:

1. To provide the student with the opportunity to explore personal feelings with confidentiality and impartiality;
2. To review the complaint for further clarification for the individual;
3. To discuss the options according to the procedures for handling harassment complaints;
4. To clarify for the student his/her legal rights outside the university, and responsibilities and limitations of the university receiving and dealing with such complaints;
5. To clarify for the student his/her rights and responsibilities as the individual initiating such a complaint.

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<sup>1</sup> Cheyney University Student Code of Conduct

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After the student's initial concerns have been addressed and the above areas reviewed, the following courses of action are available to the student:

1. The student may lodge a verbal complaint (informal stage) when he/she wishes only to discuss the incident with a member of the Student Life Staff mentioned earlier. Confidentiality of the name of the student lodging the verbal complaint will be protected. However, when the health and safety of students are involved, it is the responsibility of the individual receiving the complaint to report the behavior to the director of student standards.
2. The student may lodge a complete written or taped statement (formal stage) after the initial session with the individual indicated in section one. This detailed statement will be given directly to the Dean of Student Life. The formal stage will be handled in the following manner:
  - a. A meeting(s) will be arranged which will include the Dean of Student Life, the accused individual(s), and the person who received the complaint. The purpose of this meeting is to inform the accused of the complaint and to discuss the complaint with the accused.
  - b. As a result of this meeting(s), and following the university's judicial officer's consultation with the accused and/or complainant, one of the following may occur:
    - \* The complaint made by the complainant may be withdrawn and no further action taken.
    - \* An informal reprimand may be issued to the accused by the Dean.
    - \* A formal hearing may be initiated by either party according to the Due Process and Procedures for hearing in the Pilot and the Procedural Guidelines for the Ad Hoc Harassment Board.
    - \* Verbal warning with written documentation placed in their student file.
  - c. If evidence strongly indicates that the accused may endanger self or others, the Dean of Student Life may recommend to the Vice-President for Student Life that the accused be temporarily suspended pending a formal hearing.
  - d. The accused will be advised by the Vice President for Student Life his/her right to choose the formal adjudication process, i.e., administrative hearing or Ad Hoc Harassment Board hearing

Note: The formal process will be concluded at any point where the accuser withdraws from participation in the process.