

**Policy Title:** **Anti-Harassment and Discrimination Policy and Grievance Procedures**

**Applicability:** **College-Wide**

**Oversight:** **Title VI Coordinator and Case Coordinator**

**Effective Revision Date:** **December 2024**

## **I. POLICY STATEMENT**

Providence College is committed to maintaining educational, working, and living environments in which all students, staff, and faculty are treated with dignity and respect, as created in the image and likeness of God. Discriminatory harassment based on a person’s (or group’s) race, color, national or ethnic origin, sex, gender, sexual orientation, gender identity, religion, disability, age, veteran status, or, genetic information is prohibited.<sup>1</sup> This Policy applies to all Providence College students and employees (i.e., faculty, staff, administrators), and to all “third parties” (defined for this Policy as visitors, guests, contractors, vendors, and other third parties).

This Policy is not meant to be used as a mechanism for restricting or suppressing academic freedom. The higher-education academic setting necessarily accommodates themes, topics, material, and speech that are relevant to the subject matter and that, in other settings, may not be appropriate. The essential purposes of the academic setting are free intellectual pursuit and the free exchange of ideas. Wide-open debate helps to foster the search for truth, and in that search, we allow speech that might not be tolerated in other settings. Policies forbidding discriminatory harassment do not threaten academic freedoms.

All students, staff, and faculty are responsible for being familiar with, and abiding by, this Policy. Persons who believed they have been subjected to discriminatory harassment or treatment are strongly encouraged to report the incident so that the College can respond promptly, effectively, and equitably. There is no time limit for filing a report with the College; however, the more time that passes between the incident and the report, the more difficult it may be to thoroughly investigate the report because witnesses may not be available, memories may have faded, respondents may no longer be affiliated with the College, and/or other key information is no longer obtainable.

Disciplinary action, up to and including suspension and dismissal, may be taken whether or not the conduct occurred on- or off-campus, and whether or not the conduct was directed toward a member of the College community or someone outside the College community. Depending on the circumstances, harassing behavior may not be severe or pervasive enough to create a hostile environment; yet, it can cause unwarranted trauma and discomfort. Accordingly, the College may determine that such behavior is inappropriate and will take action as warranted, regardless of whether the behavior is unlawful.

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<sup>1</sup> The College’s Sex Discrimination, Sex-Based Harassment, and Retaliation Policy and Procedures prohibits discrimination and retaliation on the basis of sex, gender, sexual orientation, and gender identity, and this Policy governs discriminatory harassment based on these categories. The Sex Discrimination, Sex-Based Harassment, and Retaliation Policy and Procedures are available [here](#). Complaints and policy questions should be directed to the College’s [Title IX Coordinator](#).

For grievance resolution procedures, please see [Appendix A](#) and [Appendix B](#), (Appendix A: Anti-harassment and Discrimination Policy: Grievance resolution procedures for reports of policy violations against staff/administrators and Appendix B: Anti-harassment and Discrimination Policy: Grievance resolution procedures for reports of policy violations against Faculty) Reports of Policy violations against students are resolved via the procedures outlined in the [Student Handbook](#).

## **II. Policy Definitions and Violations**

### **A. Harassment or Discriminatory Treatment**

Harassment or discriminatory treatment is unwelcome conduct directed against a person based on one or more of that person's protected characteristics or statuses, and the conduct is so severe or pervasive that it unreasonably interferes with an individual's employment or academic performance, or an individual's ability to participate in a College program or activity, thereby creating a work, educational, program or activity environment that a reasonable person would find intimidating, hostile, or offensive. Discriminatory harassment and treatment based on a person's (or group's) race, color, national or ethnic origin, religion, disability, age, veteran status, or genetic information is prohibited. The prohibited conduct may include unwelcome verbal, written, graphic, or physical conduct directed at one or more members of a targeted group, such as demeaning expressions, depictions, or treatment; objectionable epithets; nicknames emphasizing stereotypes; and threatened or actual physical abuse or harm.

### **B. Retaliation**

Retaliatory acts, or attempts to retaliate, against anyone who, in good faith, has reported conduct prohibited under this Policy, who has participated (or is expected to participate) in any manner in an investigation or proceeding pursuant to this Policy, or who otherwise supports the report, are prohibited. Retaliation includes, but is not limited to, intimidation, verbal or physical threats, harassment, coercion, or other adverse action. When evidence of retaliatory behavior exists, appropriate disciplinary action will be taken.

### **C. Preponderance of Evidence Standard**

The standard of proof in the College's proceeding for resolving complaints brought pursuant to the Policy is preponderance of evidence, which requires a finding that it is more likely than not that discriminatory harassment or treatment occurred.

### **D. Duty to Provide Truthful Information – Knowingly False Reports Prohibited**

Members of the College community are expected to provide truthful information in any report, meeting, or proceeding under this Policy. Providing or submitting false or misleading information in bad faith, with a motive to obtain personal advantage or to cause intentional harm to another person in connection with an incident of harassment or discrimination, is prohibited and the individual is subject to disciplinary sanctions under the relevant disciplinary system. This provision does not apply to reports made or information provided in good faith, even if the facts claimed in the report are not ultimately substantiated.

## **E. Supervisor Duty**

**Duty to Report:** All supervisors, directors, and managers, including persons supervising student workers, have a responsibility to report all relevant details about an incident involving conduct covered under this Policy when either the complainant or the respondent is an employee. Reporting is required when supervisors, directors, or managers know (by virtue of a direct or indirect disclosure), or should have known, of such conduct. For academic faculty, supervisors include department chairs, program directors, deans, and other administrators in academic affairs. Reports should be made in a timely manner and within twenty-four (24) hours. Grievance information and procedures for resolving complaints against staff and administrators are provided in Appendix A; information and procedures for resolving complaints against faculty are provided in Appendix B. If there are conflicts between the grievance resolution procedures outlined in Appendices A and B and those outlined in any other College Handbook, Appendices A and B will be applied to resolve complaints brought under this Policy.

**To Whom Reports are Filed:** If the incident involves a possible Title VI claim – the harassment or treatment alleged is based on the targeted person/group’s race, color, or national origin – the report is made to the Title VI Coordinator, who is the Assistant Vice President in the division of Institutional Diversity. If the incident does not involve a possible Title VI claim but a different type of claim – the harassment or treatment alleged is based on the targeted person/group’s religion, disability, age, veteran status, or genetic information – the report is made to the Case Coordinator, who is the Senior Associate Vice President for Human Resources/Affirmative Action Officer.

## **F. Third-Party Respondents**

When the respondent is not a member of the College community (student, staff, administrator, faculty), the College’s ability to take appropriate corrective action will be determined by the nature of the relationship of that third party with the College. The Title VI Coordinator, or Case Coordinator, in consultation with other College officials, will determine the appropriate action to take consistent with this Policy and with legal mandates and formal federal guidance.

## **III. Policy Basis and External Complaints**

This Policy is based on federal and state laws, including Titles VI and VII of the Civil Rights Act of 1964; the Age Discrimination in Employment Act of 1967; the Rehabilitation Act of 1973; the Americans with Disabilities Act of 1990, as amended; the Rhode Island Fair Employment Practices Act; the Rhode Island Civil Rights Act; and the Genetic Information Nondiscrimination Act.

This Policy is intended to offer an internal resolution to complaints. In addition to any sanctions that may be imposed by the College for violation of this Policy, a person who harasses or discriminates against another person may be held personally liable to the complainant and may be subject to sanctions independent of those imposed by the College. This policy does not preclude the complainant or the respondent from exercising her/his rights before any other appropriate forum, including filing charges under state law.

#### **IV. Reporting and Other Resources**

##### **The Office of Equity Compliance**

Direct: (401) 865-2329

Office: Harkins Hall 312

[equitycompliance@providence.edu](mailto:equitycompliance@providence.edu)

##### **Title VI Coordinator**

Simone N. Tubman, J.D., Assistant Vice President for Institutional Diversity, Equity Compliance, and Title VI

Direct: (401) 865-2878

Office: Harkins Hall 312

[stubman@providence.edu](mailto:stubman@providence.edu)

##### **Case Coordinator**

Mirlen A. Mal

Senior Associate Vice President for Human Resources/Affirmative Action Officer

Direct: (401) 865-2430

Office: Harkins Hall 302

[mmal@providence.edu](mailto:mmal@providence.edu)

##### **Deputy Coordinators**

Perla Castillo Calderon; Director of the Center at Moore Hall (IDEI)

Direct: (401) 865-1018; Administrative/Scheduling: (401) 865-2329

Office: Moore Hall

[pcastill@providence.edu](mailto:pcastill@providence.edu)

Jill La Point Sr. Associate VP/Deputy Athletic Director (Athletics)

Direct: (401) 865-2588; Administrative/Scheduling: (401) 865-2265

Office: Alumni Hall

[jlapoint@providence.edu](mailto:jlapoint@providence.edu)

Wendy Mc-Rae-Owoeye; Director of Professional Development and Learning/HR Investigations (Employees)

Direct: (401) 865-2807 Office: Harkins Hall 302

[wmcraeow@providence.edu](mailto:wmcraeow@providence.edu)

Beth Sculley; Assistant Dean of Students (Students)

Direct: (401) 865-2605

Office: Slavin Hall

[bsculley@providence.edu](mailto:bsculley@providence.edu)

**Additional Campus and Community Resources:**

Institutional Diversity, Equity, and Inclusion – (401) 865-2836; Harkins 312

Office of Public Safety – (401) 865-2222 (*Emergency*); (401) 865-2391; Public Safety Building

Personal Counseling Center – (401) 865-2343; After Hours (401) 865-1333; Lower Bedford Hall

Office of the Chaplain – (401) 865-2216; After Hours (401) 865-1333

Student Health Center – (401) 865-2422; Lower Davis Hall

Office of the Dean of Students – (401) 865-1782; Slavin 102

Office of Residence Life – (401) 865-2392; Slavin 105

Residence Life On-Call Representative – (401) 639-9110

Providence Police Department – Emergency: 911; General: (401) 272-3121