

*Athletics Department
Training 2023*



MOUNT VERNON
NAZARENE UNIVERSITY
Office of
CIVIL RIGHTS
Trust & Transparency



Be a Good Neighbor

SEE | HEAR | KNOW | SAY SOMETHING
something something something



Civil Rights Director
Christina Jones, J.D.
Lakeholm 109



Katie Sherman,
Deputy TIX
Coordinator



Religious Expression

*Who We
Are and What
We Believe*



- Being of Wesleyan heritage, and a ministry of the Church of the Nazarene, we strive to be a learning community where grace is foundational, truth is pursued, and holiness is a way of life. Furthermore, we attempt to make all policies and decisions within the doctrinal and moral convictions of the Church of the Nazarene as articulated within the Manual of the Church of the Nazarene (e.g., Articles of Faith, Covenant of Christian Conduct including the Statement on Human Sexuality and Marriage, Covenant of Christian Character, and the agreed upon Statement on Discrimination, 915). We also strive to provide a learning and living environment that promotes safety, transparency, personal integrity, civility, mutual respect and freedom from unlawful discrimination.
- This integration of faith and learning is recognized by the United States and Ohio Constitutions and many state and federal laws. Therefore, it is a recognized right of religious educational institutions such as MVNU to incorporate religious beliefs into all aspects of university life and maintain faith-based standards of behavior which all community members voluntarily agree to follow.
- MVNU seeks to recruit students of the Christian faith and to create an institutional environment conducive to their growth in Christ; however, we do not require that students be confessing Christians. We welcome and value students of every background and faith. As a Christian community, we expect that all of our students will respect the nature of our community, learn about our traditions and participate in our community practices. MVNU affirms that a Christian liberal arts education includes an understanding of and appreciation of the differences in faith, living, and practice.



*Be a Good
Neighbor*

Notice of Non-Discrimination



- Mount Vernon Nazarene University is committed to fostering a non-discriminatory campus environment in which community members can learn and work. MVNU prohibits discrimination on the basis of race, sex, age, color, national origin, disability, marital status, or military service in the operation of all University programs, activities, and services. As a faith-based institution, the University is exempted from certain laws and regulations concerning discrimination. **The University maintains the right, with regard to its lifestyle covenant, employment, and other matters, to uphold and apply its Christian beliefs** related to, among other issues, marriage, sex (gender), gender identity, sexual orientation, and sexual activity to the fullest extent permitted by law. Thus, MVNU attempts to make all policies and decisions within the doctrinal and moral convictions of the Church of the Nazarene (e.g., Articles of Faith, Covenant of Christian Conduct including the Statement on Human Sexuality and Marriage, Covenant of Christian Character, and the Statement on Discrimination, 915).



Report = Support



SEE | HEAR | KNOW | **SAY SOMETHING**
something something something

MOUNT VERNON
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Civil Rights Policies

- *Discrimination, Harassment, Sexual Misconduct*
- *Pregnancy Accommodations and Related Conditions*
- *Resolving Complaints under ADA/Section 504*
Find these at
www.mvnu.edu/titlei

X

MVNU is committed to fostering a climate free from discrimination and harassment, through clear and effective policies, a coordinated education and prevention program, and prompt and equitable procedures for resolution of reports of conduct prohibited under this policy. The University encourages all members of its community to participate in the process of creating a safe, welcoming and respectful environment on campus.



- **Title VI**, 42 U.S.C. § 2000d et seq., was enacted as part of the landmark Civil Rights Act of 1964. It **prohibits discrimination on the basis of race, color, and national origin** in programs and activities receiving federal financial assistance.
- **Title VII**, 42 U.S.C. § 2000e et seq., of the Civil Rights Act of 1964 helps protect individuals from discrimination in the workplace. It **prohibits employment discrimination based upon race, color, national origin, sex and religion**. Title VII also protects against harassment, which can be any physical or vocal conduct that creates an intimidating, hostile or offensive work environment. Conduct can be harassment if it interferes with a person's work performance.
- **Title IX**, 20 U.S.C. §1681 et seq., of the Title IX of the Education Amendments of 1972 protects people from **discrimination based on sex** in education programs or activities that receive federal financial assistance.
- **ADA** (The Americans with Disabilities Act of 1990), 42 U.S.C. §12101 and the **Rehabilitation Act of 1973, Section 504** is a civil rights law that **prohibits discrimination against people with disabilities** in programs that receive financial assistance

Why Does Harassment Take Place?

Chalk it up to human nature: power imbalances, biases, and human impulses all play a part, even in the best environments.

Your campus is more than just a workplace, it's a community, and communities work better when there's an atmosphere of respect and civility. Harassment and discrimination poison that ecosystem and hurt us all.



Retaliation

Retaliation is any action that could deter a reasonable person from making a harassment complaint—or from supporting a coworker who made a complaint. Employees who bring harassment complaints or act in support of others, such as being a witness, are protected from retaliation.

Title VI
Title VII
Title IX
ADA/504

**Applies to all
students & employees**

The Civil Rights Office is a policy driven entity and is designed to ensure that all its community members are free from discrimination and harassment as required by law and the University policies. The Policy prohibits specific forms of behavior, which the Policy collectively refers to as "Prohibited Conduct."

Golden Rule

.....
"Do unto others as you would have them do unto you"

Matt. 7:12

The RIPPLE Effect of Harassment



Just like a stone thrown into a pond, small actions can create ripples that spread out far beyond the first splash. With harassment, we often think about that first splash: the harsh confrontation, the initial hurt feelings, or even the physical wounds. We seldom see how that first splash might reverberate out in surprising ways.

Disrespectful behavior can have negative academic, emotional, social, and health consequences for all involved. And, without, intervention, those consequences can spread and grow.

- United Educators



Racial Discrimination

DIVERSITY AND UNITY

At MVNU, we believe that embracing and celebrating diversity brings us all closer together.

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something something something

At MVNU, we believe that God is the Creator of all people. As we are made in His image, we believe that embracing and celebrating diversity brings us all closer together. As a ministry of the Church of the Nazarene we *renounce any form of racial and ethnic indifference, exclusion, subjugation, or oppression as a grave sin against God and our fellow human beings* (Manual, 915). Our campus community benefits from the diversity of students, staff, and faculty. We are a community of individuals who seek to learn from, and about, one another. Diversity is expressed through racial, ethnic, age, ability, geographic, gender, cultural, and socioeconomic differences among the campus community. To such ends, MVNU will not tolerate violence, aggression or discrimination against members of its community on the basis of one's race, skin color, or national origin.

C.O.R.E. VALUES



- Curiosity & Courage:
Personal responsibility for getting to know one another and to be understood.
- Openness & Otherness:
Holding multiple perspectives simultaneously and valuing them all.
- Respect & Reciprocity:
Recognition of personal diversity and the fact that all peoples have equal value and merit.
- Equity & Empathy:
Dispersion of power and equality of opportunity.



AGE

What is Harassment?

- *Harassment is threatening, insulting, and dehumanizing behavior that interferes with a student's learning environment. It doesn't matter if the person who engaged in such behavior was trying to be funny, or just being stupid, or didn't intend to offend anyone.*
- *Unlawful workplace harassment is a type of discrimination that demeans or threatens one or more employees on the basis of certain characteristics that are protected by law or by MVNU's internal policies.*

Discrimination occurs when someone is treated unfavorably because of race, characteristics associated with race (such as hair texture or facial features), or skin color/complexion. This can also involve treating someone differently because that person is married to or associated with an individual of a certain race or color.



RACE/COLOR

Wrongful Acts

For discrimination to occur, there must generally be some type of wrongful act based on a protected category. Common situations include:

- Firing or demotion
- Denying a raise, promotion, or benefits
- Unequal pay
- Denying leadership opportunities
- Denying access to training, educational programs, or professional development

Example: Millie uses a wheelchair. Her supervisor Don often calls her "wheels." If she gets behind on work, Don loudly asks other co-workers to help, saying "Wheels can't handle that."



In my Biology class, these three students are always calling me "retarded" and "stupid" because of my ADHD. They even went so far as to accuse me of faking a learning disability to get out of doing work. They call me lazy.

They've kept me from working with their group and now no other lab groups want to work with me because of my "reputation" for being lazy. It's hurt my grade since I can't complete the lab work on my own.

This guy Chris is always using racial slurs like "gangster" or "ghetto" when referring to African Americans around friends. Last week I overheard him using these racial slurs in the dining hall, and I finally approached him. I asked him to stop using those kinds of words because they're offensive. Shortly after confronting him, I went back to my dorm room and found a noose on my door. Today I found a note on my door saying "the KKK was here."

**Prohibited
Conduct**

What Is Discriminatory Harassment?

- **Discriminatory harassment can take many forms.** It may be, but is not limited to: words, signs, jokes, pranks, intimidation, physical contact, or violence. It also may include harassment that is sexual in nature or directed at the gender of another (as in sexual harassment).

Do NOT create a HOSTILE environment!

Harassment may also be constituted by **nonverbal acts** that would also be punishable as, for example, vandalism, physical assault, or destruction of property. Other examples of harassment include **epithets or "jokes"** referring to an individual's group-based attributes; placement of offensive **written or visual material** on another's work area; offensive messages sent through email; and undesired physical contact, physical violence, or threat of same.

- ✓ *Is intended to insult or stigmatize an individual or an identifiable group?*
- ✓ *Is it addressed directly to or at (though not necessarily in the presence of) the individual or individuals whom it insults or stigmatizes*
- ✓ *Does it make use of words or nonverbal symbols that convey hatred or contempt for human beings on the basis of a protected characteristic?*

Title IX – Sexual Harassment

- *Quid Pro Quo*
- *Unwelcome Conduct*
- *Sexual Assault*
- *Dating Violence*
- *Domestic Violence*
- *Stalking*

TITLE IX
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For reported behavior to qualify as Prohibited Conduct under the Title IX- Sexual Harassment it must meet all of the following **threshold requirements**:

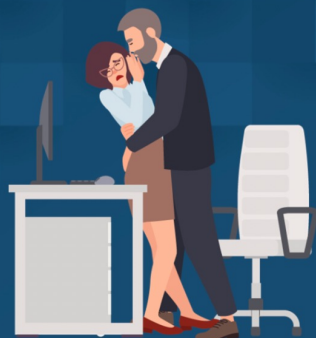
- ❖ The conduct must have occurred against a person in the United States.
- ❖ The conduct must have occurred within the University's education program or activity. For purposes of this provision, this means that the conduct must have occurred either (a) in a location, event, or circumstances over which MVNU exercised substantial control over both the respondent and the context in which the sexual harassment occurs or (b) in relation to a building owned or controlled by a student organization that is officially recognized by the MVNU.
- ❖ The complainant must be participating in or attempting to participate in the education program or activity of the University at the time the formal complaint is filed.

What is Sexual Harassment?

- Inappropriate conduct or language that refers to or involves sex is considered sexual harassment. This can include solicitations for sex, jokes or comments, or inappropriate touching.*

Sexual Harassment

Sexual harassment is a form of gender discrimination and typically includes unwelcome advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature. While frequently directed at women by men, sexual harassment can include women harassing men, men harassing other men, or women harassing other women.



Example: Erik is a “hugger.” His co-workers usually try to keep him at arm’s length, but Nora has confronted him about it, saying the hugs make her uncomfortable. Erik just laughs and says “That’s how I am!”



A group of male students sat together in the dining hall every day and “rated” female students’ attractiveness on a scale of one to ten. They shouted out their opinions and comments, including boos and hisses, and held up their fingers to publicly indicate a young woman’s numeric rating. They called out insults at some students, calling some “fat cows” and some “lesbos” or “dykes.” Female students were angered and disgusted and some found it threatening. Other students were humiliated and avoided coming to the dining hall.

Check Your Knowledge

Lavinia works in the Financial Aid Office. She often notices her co-worker Austin looking her up and down with a smirk whenever she passes his desk. Could this be a form of harassment? Select the correct answer and click Submit.

☐ Yes

☐ No



Title IX – Sexual Harassment

- *Quid Pro Quo*
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- *Dating Violence*
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*For reported behavior to qualify as Prohibited Conduct under the Title IX- Sexual Harassment it must meet all of the following **threshold requirements**:*

- ❖ *In US*
- ❖ *Within the University's education program or activity*
- ❖ *Complainant must be participating in or attempting to participate in the education program or activity*

TITLE IX
Trust & Transparency

V

TITLE IX
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Conduct that does not meet these threshold requirements is subject to a Title IX Dismissal but may still be resolved as a **Non-Title IX Sexual Misconduct.**

- Non-Title IX Sexual Assault
- Sexual and Gender-Based Harassment
- Sexual Exploitation
- Non-Title IX Domestic Violence
- Non-Title IX Dating Violence
- Non-Title IX Stalking

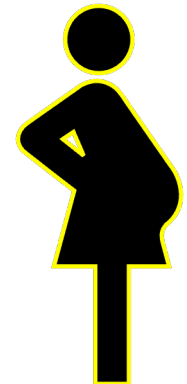


Be a Good Neighbor

PREGNANCY ACCOMMODATIONS AND RELATED CONDITIONS FOR STUDENTS AND EMPLOYEES

MVNU, through the Office of Civil Rights, **supports pregnant students, faculty, and staff so they can achieve academic and work success** while pregnant, recovering from birth of a child, caring for a newborn, and nursing an infant. The applicable federal laws pertaining to pregnancy at MNVU are stated below:

- Title IX
- Title VII
- ADA/Section 504)
- **Pregnancy Discrimination Act** prohibits discrimination on the basis of pregnancy, childbirth, or related medical conditions.





Be a Good Neighbor

PREGNANCY ACCOMMODATIONS AND RELATED CONDITIONS FOR STUDENTS AND EMPLOYEES



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U.S. Department of Education Office for Civil Rights

October 2022

Discrimination and exclusion

Schools must not discriminate against any student, or exclude any student from their education program or activity, including any class or extracurricular activity, based on a student's **pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery** therefrom. 34 C.F.R. § 106.40(b)(1). A school also must not discriminate against or exclude from employment any employee or employment applicant on these bases. 34 C.F.R. § 106.57(b).

Leave policy

If a school does not have a leave policy for students, or the student does not otherwise qualify for leave under the policy, **a school must provide leave to a student for pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery** therefrom, for as long as the student's physician deems medically necessary. After that leave, the student must be reinstated to the status the student held when the leave began. 34 C.F.R. § 106.40(b)(5).

- ✓ A school must ensure that teachers' policies and practices do not discriminate against students because of pregnancy and related conditions. For example, a teacher may not refuse to allow a student to submit work after missing a deadline because of absences due to pregnancy or childbirth. Additionally, if a teacher's grading is based in part on class attendance or participation, the student should be allowed to earn the missed credits and be reinstated to the student's pre-leave status. OCR Pamphlet at 11.



Be a Good Neighbor

PREGNANCY ACCOMMODATIONS AND RELATED CONDITIONS FOR STUDENTS AND EMPLOYEES



*The Pregnant Scholar
Resource*

<https://thepregnantscholar.org/title-ix-basics/>

TITLE IX ADJUSTMENTS

Adjustments are time-limited for the period of the documented “medical necessity” per Title IX. They refer to options during and after pregnancy that provide for equitable access and ability to fully participate in academic programs, activities, practicums/field placements, and athletics.

Adjustments extend to parenting and primary caretaker of infant, and may include conditions arising from pregnancy, complicating pregnancy or resultant from pregnancy that might not otherwise be considered a disability/condition.

ADA/504 ACCOMMODATIONS

Accommodations require the presence of a “qualified” disability and/or condition per ADA/504. Pregnancy, alone, is not a disability. Pregnancy may be considered a temporary disability in certain circumstances under Section 504, or it may be considered a disability when one or more impairments related to pregnancy are present OR when a condition arising from pregnancy becomes long-lasting (i.e.: postpartum depression or gestational diabetes that becomes Type II) under ADA.

SUPPORTS

Extended deadlines
Flexible exam scheduling
Excused absences
Grades of incomplete
Temporary parking in a closer location
Breaks for nursing/pumping
Job modifications, including reassignment to others of non-essential duties
Modified work schedule
Leave of absence
Temporary assignment to a light duty position

ADA/ Section 504

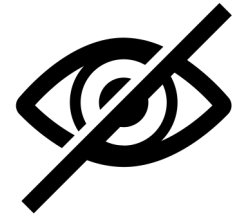
*Accommodations
are provided under
the law.*

MVNU prohibits discrimination and harassment on the **basis of disability.**

It is covered in the Civil Rights Policy *Resolving Complaints under the Disabilities Act and the Rehabilitation Act of 1973.*

- **STUDENTS:** Further information is available on MVNU's Accessibility Student Policy webpage.
- **EMPLOYEES:** Appropriate handbooks.

Grievance Procedures are found at www.mvnu.edu/titleix.



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Be a Good Neighbor

SEE | HEAR | KNOW | SAY SOMETHING



To address harassment, you have to be able to recognize harassment: Harassment can occur in many ways and many different places, and it can be perpetuated by a wide range of individuals.

The problems is real: All occurrences are serious and unacceptable. Every student has the right to a respectful educational environment and every employee has the right a respectful work environment that is free from discrimination and harassment.

You play a vital role in preventing and stopping harassment: Whether you are standing up for yourself, supporting someone else, or simply not joining in, you set the example for others.

- United Educators

Important Things to Know



- How to report?
- What to report?
- Who must report?
- Who are confidential resources?
- What are supportive measures?
- What are the processes?
- What is consent?
- What is Bystander Intervention?



ONLINE FORM OR IN PERSON

PROHIBITED CONDUCT

MANDATED REPORTERS

YOU

CAMPUS PASTORS, NURSE, COUNSELORS

NON-PUNITIVE SERVICES

FORMAL / INFORMAL

CLEAR, KNOWING, VOLUNTARY

STAND UP & SPEAK UP

CAMPUS POSTER

SEE
something

SAY
something

➤ STOP

- Stop the discrimination or harassment

➤ PREVENT

- Prevent the reoccurrence

➤ REMEDY

- Remedy the effect

Take a look
at
**PROHIBITED
CONDUCT**
under the
policy.

 **What Do *YOU* Report?**

**Prohibited
Conduct**

Title VI, Title VII, Title IX, ADA/504

Discrimination.
Sexual Harassment.
Sex/Gender Discrimination.
Sexual Assault.
Discriminatory Harassment.
Domestic Violence.
Dating Violence.
Stalking.

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Need to Make a Civil Rights Report? Start Here.

REPORT = SUPPORT

Complainants decide what, if anything, will happen. Support and resources will always be available for complainants, even when formal resolution is not pursued.

REPORTING OPTIONS

CIVIL RIGHTS/TITLE IX OFFICE
Christina Jones
Lakeholm 109
Off Campus: 740-399-8250
On Campus: 740-399-9000, ext. 3250

EMERGENCY SERVICES
Mount Vernon Police Department
740-397-2222 or in an Emergency, 911

CAMPUS SAFETY
740-399-8686
740-397-9000, ext. 8686
campus.safety@mvnu.edu

ONLINE REPORTS
www.mvnu.edu/titleix/

PROCEDURAL FLOWCHART
www.mvnu.edu/titleix/flowchart

CONFIDENTIAL RESOURCES

Campus Counseling Center
740-397-9000, Ext. 4610
counselingcenter@mvnu.edu

Campus Pastor
740-397-9000, Ext. 4111

Associate Campus Pastor
740-397-9000 Ext. 4130

**New Directions Domestic Abuse Shelter
and Rape Crisis Center of Knox County**
24/7 Hotline: 740-397-4357
newdirectionsshelter.org

Student Health Services
740-397-9000, Ext. 4632

Knox Community Hospital
740-393-9000

For more information on Civil Rights at MVNU,
visit www.mvnu.edu/titleix/

SEE | HEAR | KNOW | SAY SOMETHING

Responding to Disclosure

- Clarify role as a Mandated Reporter.
- Remind them that you must report to the Civil Rights Director, but talking to the CRD is *optional*.
- The CRD will keep the disclosure private.
- Do NOT investigate! Do NOT mediate!
- Listen. Support. Refer. Measures. Document.



Writing an Incident Report



- Use the Incident Report Form online
- Fill out the rest of the form to the best of your ability. As a mandated reporter you cannot report anonymously.
- Be clear. Use first/last names. Avoid pronouns.

Report versus Formal Complaint

Complainants decide what, if anything, will happen.

OFFICE OF CIVIL RIGHTS

+ TRUST & TRANSPARENCY

Offices and Services / Office of Civil Rights



[Civil Rights Brochure](#)

[Civil Rights Poster](#)

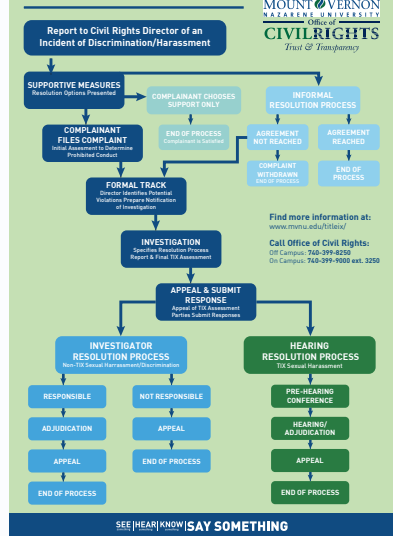
[Civil Rights Flowchart](#)

Mount Vernon Nazarene University (MVNU) is committed to fostering a climate free from discrimination and harassment, through clear and effective policies, a coordinated education and prevention program, and prompt and equitable procedures for

CIVIL RIGHTS
WEBPAGE:
mvnu.edu/titleix/

INCIDENT REPORTING

CIVIL RIGHTS RESOLUTION PROCESS FLOWCHART



INFORMAL RESOLUTION PROCESS



If you have filed a Formal Complaint about a community member, you may choose to proceed with an Informal Resolution Process. Both Complainant and Respondent must give voluntary, written consent. When the Informal Resolution Process is completed, the parties may not pursue Formal Resolution for the same matter.

Why would I choose to request an Informal Resolution?

The Informal Resolution Process provides a mechanism to resolve a Formal Complaint through the imposition of individual & community remedies designed to maintain or restore access to the educational, extracurricular, and employment activities at MVNU.

Will I have to interact directly with the Respondent?

No, MVNU will not compel a Complainant to engage in mediation, to confront the Respondent directly, or to participate in any particular form of Informal Resolution.

Can I switch to a Formal Resolution Process?

Yes, though any information collected in an Informal Resolution can be used in a Formal one.

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When is an Informal Resolution Closed?

Once an Informal Resolution has been agreed upon by both parties and all requirements are completed the matter will generally be considered closed.

Confidential Resources

Directly access numbers from
“How to Get Help” tab on webpage

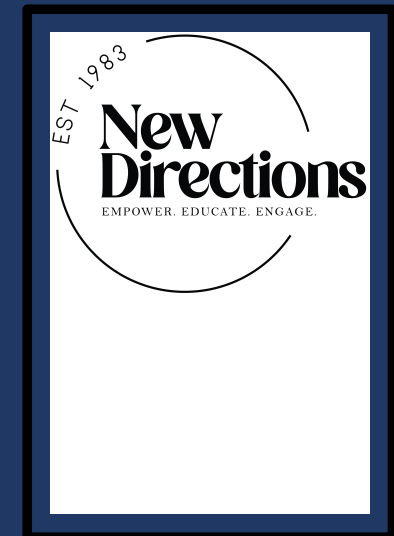
On Campus

- Campus Counseling Center
- Campus Pastor and Associate Pastor
- Student Health Services



Off Campus

- New Directions Domestic Abuse & Rape Crisis Center
- Knox County Victim's Assistance
- National Domestic Violence Hotline
- Ohio Sexual Violence Domestic Violence Hotline
- Ohio Hispanic Coalition Domestic Violence Hotline



More Resources at
mvnu.edu/titleix

SUPPORTIVE MEASURES

- Regardless of when, where or with whom the conduct occurred, the University will offer resources and assistance to any individual who has been affected by Prohibited Conduct.
- Non-disciplinary, non-punitive individualized services offered to both the complainant and respondent as appropriate, reasonably available, and without fee or charge.

NON-PUNITIVE SERVICES

Amnesty for Personal Use of Alcohol or Other Drugs

The University seeks to remove barriers to reporting. MVNU will offer any student who reports or experiences Prohibited Conduct limited immunity from being charged for policy violations related to the personal ingestion of alcohol or other drugs, provided that any such violations did not and do not place the health and safety of any person at risk. However, we may pursue educational or therapeutic remedies for those individuals, rather than punishment. MVNU desires to encourage its community members to offer help to others in need.

Consent

Consent is a critical part of understanding and eliminating Sexual Misconduct



How does consent work in real life?

When you're engaging in intimate activity, the **most important part of consent is communication**. Consent needs to happen every time and in every instance. Giving consent for one activity, one time, does not mean giving consent for increased or recurring sexual contact. For example, agreeing to kiss someone doesn't give that person permission to remove your clothes.

CONSENT EXAMPLE: Communicating when you change the type or degree of intimate activity with phrases like "Is this OK?" Always, clearly communicate with your partner that you are no longer comfortable with this activity and wish to stop.

NO CONSENT EXAMPLE: Assuming you have permission to engage in intimate behavior because you've done it in the past

- Must be informed, knowing and voluntary – freely given through clear words or action
- Cannot use force, threats, intimidating behavior, or coercion (unreasonable/persistent pressure).
- It cannot be given by someone known to be – or who should be known to be mentally or physically incapacitated.

Consent requires the following conditions:

- *1. All parties are fully conscious.*
- *2. All parties are equally free to act.*
- *3. All parties have positively and clearly communicated their intent.*



Bystander Intervention



DIRECT

Step in, Intervene
"I don't like what you just said."
"Hey, that's not right."



DELEGATE

"I'm calling for help."
"Can we walk you home?"
"Call 911."

4 D's



THIS IS
YOUR
TOOLBOX!



DISTRACT

"Accidentally" spill your drink
Interrupt and ask for the time
"Do you know where the bathroom is?"



DELAY

Care for the victim afterwards
"Hey, are you okay?"
"Is there anything I can do?"



Be a part of the
SOLUTION

Report = Support



ANTI-HAZING POLICY



Collin's Law: New Hazing Bill Passed in Ohio

How the State of Ohio Is Taking a Stand Against Hazing

Collin's Law (SB 126) Background

- Named for Collin Wiant, a freshman student at Ohio University who died of asphyxiation in 2018 after inhaling nitrous oxide and collapsing at a fraternity house.
- Collin's parents worked with lawmakers to pass anti-hazing legislation, but those efforts failed.



WHAT IS HAZING?

The **Ohio Revised Code**, Section 2903.31 defines hazing as: "doing any act or coercing another, including the victim, to do any act of initiation into any student or other organization or any act to continue or reinstate membership in or affiliation with any student or other organization that causes or creates a substantial risk of causing mental or physical harm to any person, including coercing another to consume alcohol or a drug of abuse, as defined in section 3719.011 of the Revised Code.



WHAT IS HAZING AT MVNU?

MVNU considers hazing to be any act which endangers the mental or physical health or safety of a student, or which destroys or removes public or private property for the purpose of initiation, admission into, or affiliation with, or as a condition for continued membership in a group or organization, whether the person subjecting to such behavior participates willingly or not.

Hazing acts may be physical, mental, emotional or psychological, which subjects another, to anything which may abuse, mistreat, degrade, humiliate, discomfort, ridicule, harm, or intimidate.

If a student does not complete this educational programming, they are **PROHIBITED** from participating in a recognized organization until the programming is completed.

Report = Support



STUDENT REPORTING

- *Student Life Office*
- *Campus Safety*
- *Anonymous reports via Hazing Reporting Form*
- *If an emergency call 911.*

EMPLOYEE REPORTING

"Mandatory Reporter" – not anonymous

- (1) *Employee of MVNU*
- (2) *Any volunteer acting in an official capacity who advises or coaches student organizations*

Hazing Penalties

RECKLESS PARTICIPATION

Prohibits administrators, employees, faculty members, teachers, consultants, alumni or volunteers from recklessly permitting the hazing of any person associated with an institutional organization.

Collin's Law penalty

Fourth degree misdemeanor

90 days in jail and/or fine of \$750

COERCEED CONSUMPTION

Prohibits hazing that involves "coerced consumption of alcohol or drugs of abuse resulting in serious physical harm to that person."

Collin's Law penalty

Third degree felony (for hazing participants and those who recklessly permitted)

Prison sentence and/or fine of \$10,000

- Virtual Campus Tour
- Campus Life
- Campus Ministries
- Campus Services
- Life Beyond Campus
- Resources

INCIDENT REPORTING FORMS

STUDENT REPORT FORM

EMPLOYEE/VOLUNTEER REPORT FORM

MANDATORY REPORTING DATA

BIANNUAL ANTI-HAZING REPORT (JAN 23)

HAZING DEFINED

See our full policy on hazing here.

MVNU is committed to providing a safe and healthy campus where members have the right to be free from hazing, and all members of the MVNU community in a manner that supports a hazing-free environment.

THE LAW

Ohio is one of 44 states with an anti-hazing law. Individuals may be held criminally liable under Section 2903.31 prohibits any person from recklessly participating in the hazing of another. The statute is a second-degree misdemeanor or a third-degree felony depending on the severity of the act. Code, Section 2903.31 defines hazing as: "doing any act or coercing another, including any student or other organization or any act to continue or reinstate membership in an organization that causes or creates a substantial risk of causing mental or physical harm to another to consume alcohol or a drug of abuse, as defined in section 3719.011 of the Revised Code."

OUR POLICY

MVNU considers hazing to be any act which endangers the mental or physical health of a member or removes public or private property for the purpose of initiation, admission into, or affiliation with, or as a condition for continued membership in a group or organization, whether the person subjecting to such behavior participates willingly or not. Hazing acts may be physical, mental, emotional or psychological, which subjects another, to anything which may abuse, mistreat, degrade, humiliate, ridicule, harm, or intimidate. This regulation applies to all members of the University community, including faculty, staff, students, volunteers, organizations, and groups, as well as visitors and other licensees and invitees regardless of if it occurs on or off campus.

Listed below are a few of the activities we consider to be hazing. This list is *not* comprehensive.

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Mental & Psychological Abuse



Forced Use of Alcohol or Drugs



Yelled/Cursed At by Team/Group Members



Running Errands & Menial Tasks



Public or Private Displays of Humiliation

Check out the Webpage @ <https://www.mvnu.edu/studentlife/campuslife/hazing>

"TRADITION"

DOESN'T CUT IT. HAZING IS ABUSE



Athletics

Concussion Awareness Collection

Responding appropriately to concussions is a critical component of keeping athletes safe. This course collection takes a narrative approach to educate coaches, athletic staff, and student-athletes on how to recognize and respond to the symptoms of concussions.

Concussion Awareness (Athletic Staff)



30 minutes



Faculty and Staff

Concussion Awareness (Athletes)



30 minutes



Students



Recognize and Prevent Hazing

Help students understand how to recognize and respond to incidents of hazing, and how to find your institution's hazing policies.



20 minutes



Students

Click each image to learn more about hazing behaviors.



FERPA: Protecting Student Privacy

Learn when and when not to release student records to avoid violations of the Family Educational Rights and Privacy Act (FERPA), a federal law that protects the privacy of student educational records.



15 minutes



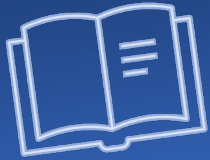
Faculty, Staff, and Students



Available in Spanish

All educational institutions that receive federal funding must comply with this law.





Scripture supports our training!

“You, my brothers and sisters, were called to be free. But do not use your freedom to indulge the flesh; rather, serve one another humbly in love. For the entire law is fulfilled in keeping this one command: “Love your neighbor as yourself.”

Gal. 5:13-14 (NIV)



Be a Good Neighbor