New Faculty Orientation Training 2023



Trust & Transparency





Trust & Transparency



Be a Good Neighbor

SEE | HEAR | KNOW | SAY 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.

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).



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



MVNU is committed to <u>fostering</u> 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 <u>creating a safe</u>, 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



Racial Discrimination

DIVERSITY AND UNITY

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

SEE HEAR KNOW SAY 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.

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.

 In fact, harassment doesn't have to be directed at a specific target or involve multiple or repeated incidents. **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."

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.



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.

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



AGE

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





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 <u>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.</u>

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 help 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.









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.





PREGNANCY ACCOMMODATIONS AND RELATED CONDITIONS FOR STUDENTS AND EMPLOYEES

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 longlasting (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 nonessential 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.







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



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?

What are supportive measures?

What are the processes?

What is consent?

What is Bystander Intervention?

ONLINE FORM OR IN PERSON

PROHIBITED CONDUCT

MANDATED REPORTERS

NON-PUNITIVE SERVICES

FORMAL / INFORMAL

CLEAR, KNOWING, VOLUNTARY

STAND UP & SPEAK UP

CAMPUS POSTER



> STOP

> Stop the discrimination or harassment

> PREVENT

> Prevent the reoccurrence

> REMEDY

> Remedy the effect

Take a look 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.

Discriminitory Harassment.

Domestic Violence. Dating Violence.

Stalking.



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 740-300-8686

740-397-9000, ext. 8686 campus.safetv@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 Fxt. 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

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

SEE | HEAR | KNOW | SAY SOMETHING



MANDATED REPORTER

All University employees, student employees, and affiliated individuals are **required** to disclose to the Civil Rights Office **any report of harassment or discrimination** of which they **are aware** to ensure the University is able to provide a prompt, thorough, and supportive response.

Confidential resources are exempt from this requirement.

Reports do not require that complainants take any specific course of action, or any action at all.

If YOU are a student leader or work at MVNU you are required to report an incident as soon as you know about it and as much as you know.

REPORT = SUPPORT

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.

What a Mandated Reporter Must Say . . .



What a Mandated Reporter Must Tell Someone Sharing information about a possible Prohibited Conduct

- Inform reporting party of:
 - Their obligation to report the information to the Civil Rights Director

- They may inform them of:
 - Where they can report confidentially
 - Counseling and other support services
 - The right to file a complaint
 - The right to report the crime to campus or local law enforcement



Be a Good Neighbor

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.



Religious Expression

Notice of Non-Discrimination

Discrimination, Harassment, Sexual Misconduct Policy

ADA / Section 504 Policy

Pregnancy Accommodation



Trust & Transparency

Civil Rights Brochure 2

Civil Rights Poster 2

Civil Rights Flowchart 2

Mount Vernon Nazarene University (MVNU) is committed to fostering a climate free from discrimination and harassment,

INCIDENT REPORTING

CONTACT US

Christina Jones



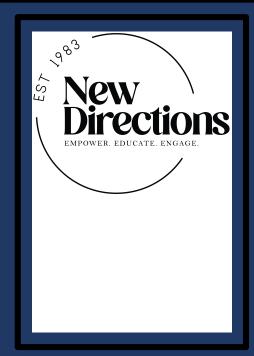
Confidential Resources

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 <u>University will offer resources and</u> <u>assistance</u> 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.

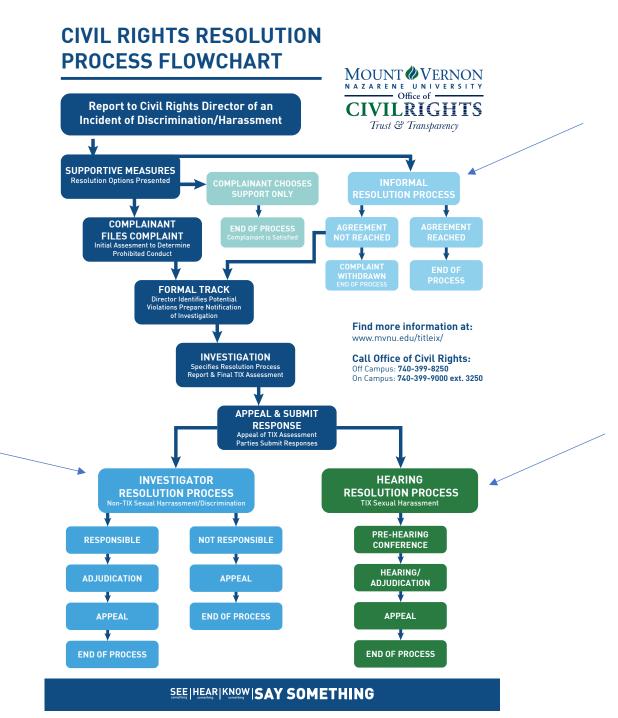
non-punitive services

- ⇒ Access to counseling and health services
- ⇒ Mutual "no-contact order"
- ⇒ Altering housing or work arrangements;
- ⇒ Providing campus escorts;
- ⇒ Providing transportation accommodations;
- ⇒ Offering adjustments to academic deadlines, course schedules, alternative course completion;
- ⇒ Limiting an individual's or organization's access to certain MVNU facilities or activities;
- ⇒ Voluntary leave of absence;
- ⇒ Increased security and monitoring of certain areas of the campus;
- ⇒ Providing academic support services, such as tutoring;
- ⇒ MVNU-imposed administrative leave or separation;
- ⇒ Other remedies that can reasonably be tailored to the involved individuals to achieve the goals of this policy.

There are three tracks that may be pursued if a formal complaint is lodged with the Civil Rights Office.

- ➤ Informal Resolution Process
- ➤ Investigator Resolution Process
- ➤ Hearing Resolution
 Process

http://mvnu.edu/titleix/



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.



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.

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."



"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?"





Recognizing Trauma

- Anxiety/Depression
- Low self-esteem
- Reinforcements of stereotypes
- Flashbacks
- Disrupted sleep, loss of concentration
- Suicidal thoughts/self-harming
- Breakdown in trust



- Dilated pupils
- Dry mouth
- Muscle tension
- Hyperventilation
- Rapid Speech
- Anxiety
- Floods of Emotion
- Unfocused eyes
- Disassociation
- Low energy
- Non-responsive

Building Culture



- Pay attention to culture, and shut down conversations, jokes, actions, or media that you wouldn't want directed at you or a loved one.
- Step into situations that seem like they might be getting out of hand
- Continue to build trust and bonds with your group.
 - In our student survey in 2016, 75% of people said they'd rather disclose to a friend than anyone else if they were to experience sexual violence.
- Encourage Healthy Social Media habits
- Tie this respect culture into our faith discussions

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.

Hazing Penalties

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



Fourth degree misdemeanor

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

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



HAZING DEFINED

See our full policy on hazing here.

MVNU is committed to providing a safe and healthy campus where it the right to be free from hazing, and all members of the MVNU comm 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 Section 2903.31) prohibits any person from recklessly participating in the hazing of statute is a second-degree misdemeanor or a third-degree felony depending on the Code, Section 2903.31 defines hazing as: "doing any act or coercing another, include any student or other organization or any act to continue or reinstate membership i organization that causes or creates a substantial risk of causing mental or physical another to consume alcohol or a drug of abuse, as defined in section 3719,011 of t

OUR POLICY

ing MVNU considers hazing to be any act which endangers the mental or physical removes public or private property for the purpose of initiation, admission into, or affiliation with, or as continued membership in a group or organization, whether the person subjecting to such behavior participates willingly or no 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

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

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



Mental & **Psychological** Abuse



Forced Use of Alcohol or **Drugs**



Yelled/Cursed At by Team/Group **Members**



Running **Errands & Menial Tasks**



Check out the

e/campuslife/haz

Public or Private Displays of **Humiliation**

Collin's Law penalty

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

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

'TRADITION" IS ABUSE









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.



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



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

INCIDENT REPORTING FORMS

STUDENT REPORT FORM

HAZING DEFINED

See our full policy on hazing here.

MVNU is committed to providing a safe and healthy campus where members of our community have the right to be free from hazing, and all members of the MVNU community must conduct themselves 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 or civilly liable. Collin's Law (Revised Code, Section 2903.31) prohibits any person from recklessly participating in the hazing of another, and provides that violation of the statute is a second-degree misdemeanor or a third-degree felony depending on the nature of the incident. 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.

UIID DUI ICA



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