

Dating Violence means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim and where the existence of such a relationship shall be determined based on a consideration of the following factors: the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

Stalking Violence means engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his/her safety for the safety of others, or suffer substantial emotional distress.

WHEN TO REPORT

If you feel you have been harassed or subjected to an intimidating, demeaning, or hostile educational/work environment, you can put the harasser on notice; however this is not a requirement. You have the right and are encouraged to contact any one of the resources listed below or on the back of this pamphlet.

- Department Chair
- Director/Supervisor
- Dean of Students
- Residential Life Office
- Associate Dean of the Faculty
- Human Resources
- Assistant Director for EEO and Workforce Diversity

After a thorough inquiry is conducted, Skidmore College will notify parties of the outcome. Any individual who is found to have violated the College's anti-harassment policy will be subject to disciplinary action. The disciplinary action will depend on the severity of the offense. Skidmore will also take steps necessary to prevent recurrence of any harassment and to correct its discriminatory effects on the complainant and others, if appropriate.

RETALIATION

Skidmore College prohibits any and all retaliation against any person who submits a report of harassment or discrimination or who cooperates in any investigation arising from such a report. Any individual who retaliates against a person bringing a complaint or those involved in the investigation will be disciplined, up to and including separation from the College.

Skidmore College has a long history of successfully resolving complaints and cases of harassment. Student and employees are strongly encouraged to use the internal process and policy.

HELP IS AVAILABLE

On-Campus Resources

Assistant Director for EEO and Workforce Diversity Barrett Center	(518) 580-8418
Associate VP Finance and Administration, and Director of Human Resources Barrett Center	(518) 580-5809
Dean of Student Affairs Case Center, 3rd Floor	(518) 580-5760
Associate Dean of the Faculty Palamountain Hall, 4th Floor	(518) 580-5705
Title IX Coordinator Palamountain Hall 4th Floor	(518) 580-5704

Complaints of Domestic Violence

Campus Safety	(518) 580-5566
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Counseling Services

Employee Assistance Program	(518) 793-9768 (800) 734-6072
College Chaplain	(518) 580-8340

Off-Campus Resources

NYS Division of Human Rights	(518) 474-2705
Equal Employment Opportunity Commission (EEOC)	(800) 669-4000

SKIDMORE
C O L L E G E

Anti-Harassment Overview of Policy and Procedures



For complete policy and procedures go to:
http://www.skidmore.edu/hr/eoo_diversity/staff.php
or contact Human Resources at (518) 580- 5800

STATEMENT

Skidmore College is committed to having a positive learning and working environment. Skidmore prohibits and will not tolerate harassment of its students and employees by students, employees, or third parties based on race, color, religion, gender, age, national or ethnic origin, genetic information, genetic predisposition and carrier status, physical or mental disability, veteran status, marital status, sexual orientation, gender identity or expression*, domestic violence victim status, or any other characteristic protected by applicable federal, state, or local laws.

These policies apply to all persons affiliated with Skidmore including employees, students, and vendors.

Retaliation against anyone who makes a claim of harassment is a violation of Skidmore College's anti-harassment policy.

DEFINITION

Sexual harassment is any unwelcome sexual advance, request for sexual favors, and other gender-based verbal or physical conduct of a sexual nature, when:

- submission to such conduct is made explicitly or implicitly a term or condition of an individual's employment or education (quid pro quo).
- submission to or rejection of such conduct is used as a basis for employment or academic decisions affecting that individual (quid pro quo).
- the conduct has the purpose or effect of unreasonably interfering with an employee's professional or educational performance, productivity, physical security, services or benefits or of creating an intimidating, hostile, or offensive working environment.

Implicit in the legal definition of sexual harassment is the assumption that such harassment, particularly by a person in a supervisory position, prevents the realization of the victim's full potential as a student or employee. Sexual harassment is unethical and unprofessional as well as illegal behavior.

Examples of unacceptable behavior that may constitute sexual harassment include:

Verbal

- profanity and other vulgar language
- sexual jokes
- sexual comments
- threats
- repeated requests for a date after being refused

Non-verbal

- staring ("undressing with one's eyes")
- whistling
- displaying sexually oriented images in the workforce

Physical actions

- touching
- bumping
- grabbing

Harassment is verbal, visual, or physical conduct that isolates, denigrates, or shows hostility or aversion toward an individual or group of individuals based on a protected category.

Harassment often takes place where there is a power differential between the persons involved. It also may occur between persons of the same status. Harassment can occur between members of the same gender as well as between members of different genders. Harassment may be combined with comments about an individual's race, color, religion, gender, age, national or ethnic origin, genetic information, genetic predisposition and carrier status, physical or mental disability, veteran status, marital status, sexual ori-

entation, gender identity or expression*, any other characteristic protected by applicable federal, state, or local laws.

Violence Against Women Act 2013 (VAWA)

Skidmore College is committed to promoting a campus environment where sexual assault, domestic violence, dating violence, stalking, and exploitation are not tolerated, and where every member of the community is expected to do their part to prevent and address violence. The College also is committed to providing survivors and all community members affected by sexual and relationship violence with support and avenues of redress as appropriate. Sexual assault, domestic violence, dating violence, and stalking are violations of Skidmore College policy and are crimes as defined by the State of New York.

Domestic Violence includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.

* Gender identity and expression, while protected under Skidmore College policy, are not currently protected under federal, state, or local laws.