

GOOD SAMARITAN COLLEGE of NURSING and HEALTH SCIENCE
CINCINNATI, OHIO

POLICY TITLE: HARASSMENT-FREE and DISCRIMINATION-FREE CAMPUS

Good Samaritan College of Nursing and Health Science will not tolerate any form of behavior that could be reasonably interpreted as harassment, bullying, or willful discrimination against or by any Good Samaritan College students, patients/customers, employees, physicians, vendors, or visitors.

Good Samaritan College recognizes the importance of fostering a learning environment in which all individuals can thrive and are motivated to do their best, strengthened by their different backgrounds, perspectives, and life experiences. The college is committed to maintaining a learning environment that is free of harassment, bullying, or unlawful discrimination.

I. Eligibility

All Good Samaritan College students, patients/customers, employees, physicians, vendors and visitors.

II. Responsibility

Every eligible individual at Good Samaritan College is expected to avoid any behavior or conduct that could reasonably be interpreted as harassment. Every student and everyone who works at Good Samaritan College must also understand the importance of informing an individual whenever that individual's behavior is unwelcome, offensive or inappropriate.

III. Definitions & Behaviors

Harassment consists of unwelcome conduct, verbal, physical or visual that demeans or shows hostility or aversion toward an individual because of his/her gender, color, race, ancestry, religion, national origin, age, sexual orientation, disability or veteran status.

a. Discriminatory Harassment:

Discriminatory harassment may include, but is not limited to, such inappropriate conduct as offensive verbal kidding, teasing or jokes, offensive or obscene language or gestures, displays of offensive or obscene printed or visual material.

For Example: Verbalized slurs, offensive comments and behaviors against a person based upon the individual's gender, color, race, ancestry, religion, national origin, age, disability or veteran status are not tolerated.

Furthermore, Good Samaritan College will not honor unlawful discriminatory requests for patient care.

b. Sexual Harassment

Unwelcome sexual advances, requests for sexual favors, and other physical, verbal or visual conduct based on gender (opposite or same sex) may constitute sexual harassment. This conduct is unlawful when (1) submission to the conduct is an explicit or implicit term or condition of employment decisions or academic decisions; (2) submission to or rejection of the conduct is used as the basis for employment or academic decisions; or (3) the conduct has the purpose or effect of unreasonably interfering with a person's performance or creating an intimidating, hostile or offensive environment.

Sexual harassment is a violation of the policy and may include such unwelcome conduct as: inappropriate sexually-oriented verbal kidding, teasing or jokes, offensive or obscene language or gestures, displays of offensive or obscene printed or visual material; inappropriate physical contact such as patting, pinching or brushing against another's body; and demands for sexual factors.

- c. **Bullying Harassment**
Bullying is when someone, or a group of people, deliberately upset or hurt another person, their property or social acceptance on one or more occasions. Examples: Any form of physical violence, verbal aggression or teasing, non-verbal intimidation or cyber bullying, i.e., using email, text messages or other electronic venues to humiliate or cause distress.

IV. Student/Faculty Relationships

Good Samaritan College of Nursing and Health Science endorses a professional conduct code which prohibits student/faculty relationships of an intimate nature.

V. Non-Retaliation

There will be no retaliation against anyone for reporting discrimination or harassment, or for cooperating in the investigation of a complaint of discrimination or harassment. Good Samaritan College will honor a complainant's request for confidentiality regarding any complaint and the result of its investigation to the fullest extent practicable.

VI. Reporting of Incidents

Good Samaritan College of Nursing and Health Science must be made aware of any infraction of this policy. Any student or department employee who believes that she/he has been the victim of any type of harassment must report the matter promptly to the Dean of Student/Alumni Services.

- a. **Penalties**
Reports of harassment will be investigated promptly. In the event the college administration concludes that any student or persons associated with the college has committed an infraction of this policy, she/he will be subject to college disciplinary action up to and including dismissal. If the harasser is a hospital employee, she/he will be subject to hospital policy on harassment and disciplinary procedures. If the harasser is not a student or employee, the College President will investigate the incident and take appropriate action.
- b. **Responsibility**
All personnel of Good Samaritan College of Nursing and Health Science are accountable for responding to harassment complaints.
- c. **Procedure:**
 1. All incidents of harassment shall be reported immediately to Dean of Student/Alumni Services.
 2. The Dean, in consultation with Good Samaritan Hospital Human Resources Department, will investigate the facts behind the complaint and document the information received. This information will be kept as confidential as possible consistent with a thorough investigation.
 3. The results of the investigation will be forwarded to the College President. If it is determined that an employee is guilty of harassment, the President will refer the matter and information to the Human Resources Department and applicable hospital policy and procedure will govern the outcome. If it is determined that a student or non-employee is guilty of harassment, the President will take appropriate action.

Approved By:  Date 9/19/2011

Effective Date: 9/19/2011

Review/Revision Dates: _____

Responsible Committee: Student Services