

Racial and Ethnic Harassment and Intimidation Policy

Trinity School of Nursing strives to maintain an environment in which all are treated with courtesy, respect, and dignity. The School will not tolerate conduct by any person that constitutes racial or ethnic harassment or intimidation that occurs on campus, at or during any school related activity, or to any student, staff or faculty member.

For the purpose of this policy, racial or ethnic harassment or intimidation includes slurs or other derogatory verbal, written, or electronic comments, threats, or physical conduct relating to a person's race, color, national origin, ancestry, ethnicity, religion, or religious beliefs. Harassment means unwelcome conduct that is so severe, pervasive, and objectively offensive that it effectively denies an individual equal access to the individual's education program or activity.

Anyone that has experienced racial or ethnic harassment or intimidation is encouraged to report the incident promptly to a faculty or staff member or the Dean of the School of Nursing. A report may be made on behalf of oneself or another person. Reports can be made anonymously if the individual does not wish to identify themselves. Please note that reporting an incident without disclosing your name may prevent the School from being able to provide you with supportive measures. Reporting anonymously may also impact the School's ability to investigate and/or take disciplinary action. Because of the nature of an anonymous report, person-specific follow-up cannot be guaranteed.

A faculty or staff member that receives a report will notify the Dean. If the student making the report feels their safety or the safety of others is being threatened, they can also call the police at 740-283-5353, call 911, or notify Hospital Security at 740-283-7703 or by dialing 0 if in the hospital.

Supportive measures, accommodations, or protective measures that are requested by a student will be provided if they are reasonably available. The student may request to be reassigned to another clinical group, clinical unit, course specific clinical rotation, or clinical instructor. The student may also request to withdraw from the program and be reinstated the following year. The student may change their seat in class and request reassignment in a group activity or group project.

Protective measures that may be instituted include an escort from Hospital Security when walking to and from vehicle. If necessary, entrances to the school can be locked and only authorized individuals permitted to enter the premises. Security can be alerted to provide extra surveillance of School/Hospital properties. Local police will be alerted if threat level warrants.

After receiving a report of racial or ethnic harassment or intimidation, the Dean, or designated individual, will investigate the allegation. The investigator will conduct interviews with all

involved parties, and with witnesses if needed. The Hospital Security Department will be notified if it is determined that there is a threat to the safety of the individual or the School.

The outcome of the investigation will determine any disciplinary actions.

1. If the investigation determines that racial or ethnic harassment or intimidation did not occur, the accused student will not face disciplinary action and the incident will be considered resolved
2. If the investigation determines that racial or ethnic harassment or intimidation did occur, corrective action will be taken to eliminate the harassment and attempt to ensure that it does not reoccur. The accused student may face disciplinary actions ranging from a verbal warning to dismissal from the program, depending upon the seriousness of the offense.
3. In addition to on-campus disciplinary consequences, students should be aware that prosecution by law enforcement authorities could occur, if warranted.

At the conclusion of the investigation, all involved parties will receive written notification of the outcome of the investigation, regardless of whether disciplinary action was taken.

Communications to the involved parties may include educational information on the School's policy against racial and ethnic harassment and intimidation. All reports and documentation of investigations will be kept in a separate file locked in the office of the Dean of Trinity School of Nursing.

The Hospital Security Department, to the extent possible and as needed, will collaborate with local law enforcement, the state highway patrol, and student groups, to provide security functions consistent with institutional policies for sanctioned student organizations or activities that face threats of terror attack or hate crimes.

Trinity School of Nursing has created a task force on combating antisemitism, Islamophobia, anti-Christian discrimination, and hatred, harassment, bullying, or violence toward others. The task force's responsibilities include:

1. Provision of training to administration, faculty, and staff including information on how to respond to hate incidents or incidents of harassment that occur during a class or school related activity at the time the incident occurs. Training may be provided online.
2. Maintaining a record of all racial and ethnic harassment and intimidation reports, the outcome of the investigations, and any disciplinary actions that resulted
3. Reviewing and revising, when necessary, the Racial and Ethnic Harassment and Intimidation Policy
4. Providing educational information to students regarding the School's policy against racial and ethnic harassment and intimidation.