



Ohio Administrative Code

Rule 3357:15-14-13 Discrimination and anti-harassment.

Effective: May 25, 2026

Stark state college is committed to supporting a respectful and productive working environment free of discrimination, which includes harassment and specific types of retaliation. The college prohibits discriminatory and harassing behavior based on a protected class.

While the college does not tolerate any form of discriminatory or harassing behavior, this policy applies only to discrimination or harassment based on a protected class defined as, but not limited to race, color, religion, sex, gender, national origin (ancestry), military status (past, present or future), status as a parent during pregnancy and immediately after the birth of a child, status as a parent of a young child, status as a nursing mother, status as a foster parent, disability, age (40 years or older), genetic information, sexual orientation, gender identity, or gender expression.

Allegations of sexual harassment, sexual assault, dating violence, domestic violence, stalking, or other sex-based misconduct that fall within the jurisdiction of Title IX will be addressed exclusively under the college's sexual misconduct policy. Allegations of discrimination and/or harassment that do not meet the Title IX threshold will be reviewed under this policy or other applicable college policies.

While the college does not tolerate any retaliatory behavior, this policy's prohibition of retaliation applies only to retaliation that is based on an individual making a complaint of discrimination or harassment, supporting someone involved in a report of discrimination or harassment, participating in an investigation of discrimination or harassment, and/or an individual's exercise of rights to oppose discrimination on any of the protected classes identified above.

(A) Definitions:

- (1) Discrimination - any act or failure to act based in whole or in part on a person's or group's membership in a protected class, that when viewed objectively, adversely affects benefits, privileges, working conditions, or has a substantial negative impact on college operations. discrimination does not require an intent to harm. A single instance of conduct may constitute discrimination, depending on its objective severity.
- (2) Harassment - conduct, whether in the workplace or off-site, that is unwelcome, offensive conduct-verbal, physical, or visual-based on protected characteristics, that creates an intimidating, hostile, or abusive work environment. While not an inclusive list, examples include slurs, threats, and bullying that interfere with work.



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- (3) Hostile work environment - any unwelcome, severe, persistent, or pervasive conduct based on a protected class which creates an objectively intimidating, abusive, or offensive work environment, even if the conduct does not lead to tangible consequences. A single instance may be sufficient to create a hostile environment.
- (4) Retaliation -Any adverse action, such as intimidation, threats, coercion, or discrimination, against any person by any other for the purpose of interfering with any right or privilege secured by this policy, or because the individual has made a report or complaint, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing under this policy.
- (5) Complainant - the party who makes the complaint.
- (6) Respondent - the party whom the complaint is made against.