



Ohio Administrative Code

Rule 3357:15-14-37 Racial, religious, and ethnic harassment and ethnic intimidation (CAMPUS Act).

Effective: [October 27, 2024](#)

Stark state college is committed to principles that enable the educational and professional enhancement of all racial, religious and ethnic groups. Stark state will not tolerate racial, religious, or ethnic harassment and/or intimidation by or against its students, faculty, or staff. All employees must comply with this policy, when engaged in activities sponsored by the college. This policy is not intended to diminish or infringe upon any right protected under the First Amendment to the United States Constitution, Article I, Sections 3 and 11 of the Ohio Constitution, or noncommercial expressive activity as defined in section 3345.0212 of the Ohio Revised Code.

(A) Training in compliance with the CAMPUS Act, all Stark state college administrators, faculty, and staff will attend training on racial, religious, and ethnic harassment or intimidation including information on how to respond to hate incidents or incidents of harassment that occur during a class or event held at the institution.

(B) Prohibition against retaliation for harassment stark state college prohibits any retaliatory actions against complainants or respondents based on the complainant's good-faith report of harassment or a witness's participation or cooperation in an investigation even if the college should ultimately find that the complaint was unfounded.

CAMPUS Act definitions:

(1) Racial, religious, and ethnic harassment: unwelcome conduct based on race, religious identity, and/or ethnicity that is so severe, pervasive, and objectively offensive that it effectively denies an individual equal access to the individual's education program or activity. This harassment includes exhibiting bullying behavior including yelling and/or screaming, being physical with a person or objects with the intent or result of intimidation, and threatening or disrespectful behavior whether in-person or online towards a student, faculty or staff member, or visitor.

(2) Ethnic intimidation: as defined in Ohio Revised Code section 2927.12, "no person shall violate



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DOCUMENT #318858

section 2903.21 aggravated menacing, 2903.22 menacing, 2909.06 criminal damaging or endangering, or 2909.07 criminal mischief or division (A)(3), (4), or (5) of section 2917.21 telecommunications harassment of the revised code because of the race, color, religion, or national origin of another person or group of persons. Ethnic intimidation is an offense of the next higher degree than the offense the commission of which is a necessary element of ethnic intimidation."