



Ohio Revised Code

Section 3320.06 Harassment and intimidation policy - private nonprofit institutions.

Effective: October 24, 2024

Legislation: Senate Bill 94 - 135th General Assembly

(A) Each private nonprofit institution of higher education shall adopt and enforce a policy regarding racial and ethnic harassment and intimidation at the institution. The policy shall include:

(1) The provision of training for all institution administration, faculty, and staff, which shall include information on how to respond to hate incidents or incidents of harassment that occur during a class or event held at the institution at the time the incident occurs. This training may be provided online.

(2) Procedures for accepting and investigating student complaints and allegations of racial or ethnic harassment or intimidation against any student, staff, or faculty member. The procedure shall include:

(a) An option to submit complaints and report threats anonymously;

(b) Potential disciplinary actions that may be taken after an investigation is conducted;

(c) At the conclusion of an investigation, any mandatory communications, regardless of whether disciplinary action is taken. These communications may include educational information on the institution's policy against racial and ethnic harassment and intimidation.

(B) Each private nonprofit institution of higher education shall ensure that, to the extent possible and as needed, its campus security and police department, if the institution has one, collaborate with local law enforcement, the state highway patrol, and student communities to provide security functions consistent with institutional policies for institutionally sanctioned student organizations that face threats of terror attacks or hate crimes.

(C) Each private nonprofit institution of higher education shall create a campus task force on combating antisemitism, Islamophobia, anti-Christian discrimination, and hatred, harassment,



bullying, or violence toward others.

(D) In the event of a conflict between any provision of this section and the United States Constitution, any other provision of federal law applicable to nonprofit institutions of higher education, or Article I, Sections 3 and 11 of the Ohio Constitution, the other provision of law controls.