

## **GLENVILLE STATE UNIVERSITY POLICIES**

### **ADMINISTRATIVE POLICY 6**

#### **SOCIAL JUSTICE: DISCRIMINATION, HARASSMENT, STALKING, RETALIATION, NONDISCRIMINATORY HOSTILE ENVIRONMENT HARASSMENT, CONSENSUAL RELATIONSHIPS, REASONABLE ACCOMMODATIONS**

##### **6.1. General**

1.1. Scope. This policy addresses discrimination and harassment.

1.2. Authority. W. Va. Code §18B 1 6

1.3. Effective Date – August 5, 2020

1.4. Revision of Former Policy. Revises and replaces



Harassment and discrimination in the campus community can involve any combination of people including but not limited to instructor and student; employee and student; student and student; third parties and employees or students.

3.2. Knowingly providing false information during any complaint investigation procedures developed in accordance with this policy in either a complaint, during the investigation of a complaint, disciplinary proceeding or hearing by anyone is also prohibited and is considered misconduct subject to disciplinary action up to and including academic/employment suspension, expulsion and

includes any building owned or controlled by a student organization that is officially recognized by the University.

4.2. This policy may be applied to conduct occurring outside the context of a University education program or

6.1.3. Any other romantic or intimate relationship between students or applicants for admission and employees or between employees where any employment related power differential exists between the persons in the relationship.

6.2. Notwithstanding the prohibitions in Section 10.1, any romantic or intimate relationship prohibited in Section 10.1 that exists prior to the

Office of Civil Rights  
U.S. Department of Education  
100 Penn Square East, Suite 515  
Philadelphia, PA 19107 3323  
Telephone: 215 656 8541  
FAX: 215 656 8605  
TDD: 877 521 2172  
Email: [OCR\\_Philadelphia@ed.gov](mailto:OCR_Philadelphia@ed.gov)  
Website: <http://www2.ed.gov/about/offices/list/ocr/index.html>  
United States Equal Employment Opportunity Commission  
801 Market Street, Suite 1300  
Philadelphia, PA 19107 3127  
Telephone:

programs and activities of the University unless doing so would cause an undue hardship or would alter the fundamental nature of the University's program or service.

9.2.2. Students are required to self identify and follow all accommodation request procedures implemented in accordance with this policy. Students requesting accommodations may be required to provide certification from the student's health care provider that includes: (1) identification of the health care provider; (2) the health care provider's diagnosis of the disabling condition; (3) specific limitations and/or suggested restrictions and their relation to the disability and course of student; and (4) suggested accommodations.

9.2.3. Applicants for admission, admitted candidates for degree programs with non academic technical standards who have a disability and need accommodations should contact:

· · · · Susan Petties  
· · · · Accommodations and Accessibility Counselor  
· · · · Academic Success Center  
· · · · Robert F. Kidd Library  
· · · · 304 462 6059  
· · · · [Susan.Petties@glenville.edu](mailto:Susan.Petties@glenville.edu)

### 9.3. Employees

9.3.1. Pursuant to the ADA, Glenville State University will provide reasonable accommodations to all qualified employees with known disabilities, where their disability affects the performance of their essential job functions, except where doing so would be unduly disruptive, would result in undue hardship or that would fundamentally alter the University's programs or services. The University is not required to change the essential functions of an employee's job.

9.3.2. An employee with a disability is responsible for requesting an accommodation in writing to the Title IX/Affirmative Action/Equal Opportunity/ADA Coordinator, who will consult with the individual's supervisor to identify which essential functions are affected by the employee's disability and what reasonable

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## 6.10. Religious Accommodations

10.1. Glenville State University provides reasonable religious accommodations when religious beliefs conflict with a University policy, procedure, or requirement. A



## 6.14. Implementation

### 14.1. The institution's Title IX/Equal Employment Opportunity/Affirmative Action

be obligated to report to law enforcement the fact that an alleged Clery Act Crime has been reported, but the name or other personally identifiable information about the person making the report and/or alleged victim will be provided only with their Consent except as may be required or otherwise permitted by law. ”

16.2. The Clery Act requires the University to timely notify/warn students and employees when a Clery Act crime, occurring within Clery geography, poses a serious or on going threat to the campus community. ”The issuing of a timely warning notice is decided on a case by case basis in light of all of the facts surrounding a crime, including factors such as the nature of the crime, the continuing danger to the campus community and the possible risk of compromising law enforcement efforts. Generally, the warning will specify the type of reported crime, the time and location at which the reported crime occurred, and specific advice to the campus community regarding steps to take to avoid becoming a victim. ” Reports of violations of this policy may constitute Clery Act crimes requiring a timely warning. ” The University’s Clery Act policy is set forth in Glenville State University Board of Governors Policy 51 ”

16.3. Acts of discrimination or harassment may also constitute acts of criminalna

17.2. This Policy may be amended to change names, links to information and contact information without resorting to the rulemaking process.

17.3. Federal and State laws, rules and regulations change. Any portion of this policy may be modified in practice to ensure the due process rights of the Parties and to conform with any current Federal and State law, rules and regulations. Subject to the University's rulemaking rule, the University will change this policy to conform to the most current laws and regulations within a reasonable time of discovering the change.

#### **6.18. Policy Limitations**

18.1. Nothing in this policy should be construed to extend "protected class" status or give rise to a cause of action beyond that otherwise provided by law.