

Policy Statement on Discriminatory Behavior and Grievance Procedure

Questions about this policy may be directed to Alfredo Gonzales, Associate Provost, 395-7785 or
Dr. Richard A. Frost, Dean of Students, 395-7940

The full text can be viewed at www.hope.edu/policies

The College is committed to fostering an environment in which all persons have an equal opportunity to work and to pursue learning freely, whether in group settings or in close relationships between individual students, faculty, and staff. This entails an obligation to protect the dignity, safety, and self-respect of all students, faculty, and staff. As an academic community valuing the moral teaching of Jesus Christ, Hope College is committed to the belief that each individual is of unqualified worth. God values each person, female and male, as a unique work of divine creation. Therefore, the College condemns covert and overt acts that interfere with this commitment and will not tolerate any form of discrimination.

Hope College is committed to maintaining a hospitable educational and residential campus that permits students to pursue their goals without substantial interference from discrimination. Diversity of view, cultures, and experiences are critical to the academic commitment of Hope College. Differences enrich the intellectual lives of all, and it increases the capacity of the institution to best serve the educational needs of students.

Hope College is strongly committed to academic freedom and free speech. Hope also is an educational community in which all individuals are, as a matter of deeply held principle treated with the respect due them as God's creatures. When disagreement and controversy ensue, as they will at times, we expect that the virtues of humility, hospitality, patience, courage, and honesty be the benchmarks of the conversation.

This policy strives to ensure both academic freedom and freedom from discrimination. Respect for all persons and freedom of inquiry are at the center of both academic freedom and an environment devoid of discrimination. Nothing in this policy should be construed to limit the scholarly, educational, or artistic content of written, oral or other presentations or discussions. Academic freedom (see Faculty handbook B12) should be extended to all members of the academic community.

DESCRIPTION AND EXPLANATIONS

Policy

1.0 This policy pertains to any behavior or act that discriminates against an individual based on race, ethnicity, culture, or national origin.

1.1 Generalized discriminatory remarks or behaviors. This involves demeaning remarks or actions serving no scholarly, artistic, or educational purpose that are made directly or indirectly at individuals or groups because of their race, ethnicity, culture, or national origin.

1.2 Remarks or behavior that discriminate. This includes intimidating, hostile, or demeaning remarks or actions because of their race, ethnicity, culture, or national origin, which interfere or threaten an individual's academic, personal, or extracurricular activities, which would be found offensive by a reasonable person in that situation. This could include public display of material that serves no scholarly, artistic, or educational purpose. Remarks or actions that are pervasive, persistent, and/or severe are considered more serious.

Confidentiality and Retaliation

Every effort at maintaining confidentiality will be made in order to protect the reputation and integrity of all individuals involved.

No person involved, or acting on behalf of a person involved, in any phase of the Discrimination Policy shall abuse, threaten, or exhibit behavior which intimidates any other person involved prior to, during, or after the conclusion of the phase which is being pursued.

If either the complainant or the alleged discriminator is abused, threatened, or intimidated, s/he may bring this to the attention of the administrators or committee handling the complaint, asking them for assistance in arranging protection or redress (at that time or after the process has been completed).

Process

The exact process to respond to allegations or possible infractions of the Discrimination Behavior Policy are still being considered. However, if there are situations that may violate the policy, the process used to respond to Sexual Harassment incidents will be used (see page 25 for this policy).

The appropriate governance committees, Administrative Affairs, Academic Affairs, and the Campus Life Board will continue working to establish the final process. For issues involving students, see Dr. Richard Frost, Dean of Students. For issues involving faculty, see Associate Provost Alfredo Gonzales. For issues involving staff, see Lori Mulder, Director of Human Resources.

Computer Usage Responsibilities

Questions about this policy may be directed to
Computing and Information Technology, 395-7670 or cit@hope.edu

Hope College is committed to providing the resources and support necessary to encourage effective use of all campus computer facilities and network is a privilege, not a right. This privilege is embodied in the responsible use of resources, including network bandwidth, CPU time, and disk space. It is important that everyone be aware of their individual obligations and what constitutes proper use and behavior.

This is not a policy statement. There are existing policies within the Hope College Student Behavior Policies, the Hope College Faculty Handbook, and the Hope College Employee Handbook that can be applied. The purpose of this statement is to emphasize that such policies and law apply directly to computer usage.

Therefore, users are warned not to take part in any of the activities outlined below, as they may be in direct or indirect violation of the local, state, federal laws, and/or college policies. Definitions for these terms are provided on the frequently asked questions page of the Computing and Information Technology (CIT) website (www.hope.edu/cit).

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| Illegal Access | Libel |
| Copyright Violation | Harassment |
| Sexual Harassment | Negligence/Misuse |
| Privacy Violation | Fraud |
| Theft | Denial of Service |

The College also strongly discourages the viewing of pornography and the practice of spamming. In cases where a system or network is in jeopardy, the user's access may be suspended before a referral is made. In these cases, CIT will make every attempt to contact the user who is affected.

What should you do if you are aware of suspicious activity?

Any suspicious activity may be reported to CIT at cit@hope.edu or (616) 395-7670.