

Smoking Policy

The Ottawa County Smoke-Free Indoor Air Regulation became enacted on January 1, 2008. This regulation requires all public and private employers to prohibit smoking in all enclosed areas and within twenty-five feet of any entrance, operable window, and ventilation system. In order to comply with this new regulation and promote a healthier lifestyle, Hope College became a smoke free campus on January 1, 2008.

Smoking will not be premitted in any campus owned or leased building, in any residence hall, apartment, or cottage, on any campus walkway or green space or outside in college parking lots.

Smoking is permitted in private vehicles (including those parked in college lots) and on public right-of-ways away from building entrances. Please adhere to the twenty-five foot distance and dispose of your smoking materials appropriately before reentering the campus area.

The College is supportive of smoking cessation programs and will work with faculty and staff seeking help with their smoking habit. Please see the following links for more information on options available visit <http://hope.edu/cit/wellness/resources/programs/tobacco.html>. The college is hopeful that smokers will use this new regulation as an extra incentive to give up smoking and improve their overall health.

Policy Statement on Sexual Assault or Harassment and Grievance Procedure

Questions about this policy may be directed to Dee Campanella,
Associate Director of Residential Life and Housing, 395-7800
The full text can be viewed at www.hope.edu/about/policies/

The college is committed to fostering an environment in which all persons have an equal opportunity to work and 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 teachings 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 which interfere with this commitment and will not tolerate any form of intimidation, abuse or harassment.

I. Description and Explanations

Sexual harassment is a form of discrimination. It includes any inappropriate or unwanted conduct of a sexual nature which has a negative effect on the educational process, employment benefits, campus climate, or opportunities of any student or employee. As such, it violates the *Title VII of the Civil Rights Act* and the *Michigan Elliott-Larsen Civil Rights Act*.

An abuse of privilege or power, sexual harassment can threaten a person's academic status, economic livelihood, sense of safety, well being and personal dignity. The effects of sexual harassment may include feelings of anger, resentment, embarrassment, humiliation, fear and lowered self-esteem.

This policy strives to ensure both academic freedom and freedom from harassment. Respect for all persons and freedom of inquiry are at the center of both academic freedom and an environment devoid of sexual harassment. 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. The Hope College Sexual Assault and Harassment Policy applies to :