



Policy on Non-Academic Discrimination

Policy Title: Non-Academic Discrimination

Policy Type: Administrative

Policy Number: 03-40-03

Responsible Office: Division of Student Affairs, Enrollment Management, and Strategic Retention

Responsible Executive: Danielle Sims Brooks, Vice President for Student Affairs, Enrollment Management, and Strategic Retention

Applies to: All Wiley College Students

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Wiley College is committed to equality of educational opportunity and does not discriminate against applicants, students, or employees, based on race, color, national origin, religion, gender identity, age, disability, and sexual orientation.

These rights and privileges are compromised when individuals or groups within the community engage in **acts of discrimination and/or discriminatory harassment, and/or coercion against other individuals or groups**, including intimidation by threats and/or acts of violence or personal vilification on the basis of *race, creed, color, national or ethnic origin, sex, gender, gender identity, gender expression, age, mental or physical disability, sexual orientation, genetic information, genetic predisposition and/or carrier status, religion, pregnancy, veteran status, marital status, partnership status, caregiver status, political beliefs, citizenship or any other basis protected by applicable local, state or federal laws or any other legally protected status* with respect to the rights, privileges, programs, and activities generally accorded or made available to all members of its academic community.

The protected rights, privileges, programs, and activities include, but are not limited to, employment and conditions at the College, admissions, financial aid, scholarships, enrollment access to housing, educational programs, co-curricular activities, and participation in athletic programs. All acts of discrimination are prohibited and not tolerated.

This policy applies to both in-person as well as written/posted acts that include expressions of discrimination and/or bias on social media and other virtual platforms. Such acts undermine the fundamental values of the entire community and contribute to a hostile environment that may limit or deny access to the educational and working experience and environment, not just for those subjected to such acts but to the community as a whole.

This policy is not intended to discourage free expression and discussion of thoughts, ideas, and opinions that are an essential part of a higher education experience. The

College will consider these principles in its response to complaints of discrimination that involve an individual's statements or speech. However, discriminatory or harassing statements may not be protected expression under these principles and may be considered violations of this policy.

Speech or other expression constitutes **discriminatory harassment** if it:

- Insults, stigmatizes, threatens, or intimidates an individual or group of individuals on the basis of the protected categories listed above or other personal attributes, including verbal and/or non-verbal symbols.

In the context of discriminatory acts and/or harassment, verbal and/or non-verbal symbols are words, pictures, or symbols that are, as a matter of common knowledge, understood to convey direct hatred or contempt for certain groups and that by their very use inflict injury or tend to incite a breach of the peace, or that creates a disruption, hostile or offensive educational and working experience, and environment.

It is also a violation of this policy to engage in **hate/bias crimes** which may include verbal, physical, or visual violence (e.g., social media posts, pictures and/or photographs), spreading misinformation, malicious gossip, intimidation, retaliation, and/or destruction of property against a person based in whole or substantial part because of a belief or perception regarding that person's identities based on the protected categories listed above

This policy applies uniformly to all members of the College's community and upholds high expectations regarding the conduct of its students, faculty, staff, and administration on or off-campus. Persons who believe they have been subject to discrimination and/or bias in violation of this policy are encouraged to promptly report concerns or matters that could be in violation of this policy through Maxient.

Persons found in violation of this policy shall be subject to appropriate disciplinary action up to and including the termination of employment and suspension or expulsion of students.

For more information about this policy or to lodge complaints or grievances under this policy, contact the Vice President for Student Affairs, Enrollment Management, and Strategic Retention 903-927-3341.