

member of the Wayne State College community who serves in good faith as an advisor or advocate for the complainant. Likewise, no retaliatory actions will be taken against any person solely because he or she has been named a respondent in a complaint. However, any person who knowingly and intentionally files a false complaint of sexual harassment against another will be subject to disciplinary action up to and including termination or expulsion.

### **Anti-Harassment Policy**

It is the policy and practice of Wayne State College to provide an educational setting and workplace free of an atmosphere of tension created by inappropriate conduct, remarks (ethnic, racial, sexual, sexual orientation, age, disability, or religious), animosity, unwelcome sexual advances or sexual favors. Harassment, **in any form**, of students, employees, job applicants, or any visitors to campus by other students or employees **is prohibited**.

Harassment includes, without limitation:

**Verbal harassment** - derogatory comments and/or slurs, negative stereotyping, and intimidating behavior.

**Physical harassment** - assault or physical interference.

**Visual harassment** - posters, cartoon, drawing, or improper written or graphic material.

If you have a complaint of harassment, report the incident as follows: **If a student**, contact the Vice President and Dean of Students, 375-7213; **If an employee**, contact the Director of Facilities Services, 375-7274.

### **Freedom of Inquiry and Expression**

Free inquiry and expression are basic attributes of an academic community, and the process of learning. This right is guaranteed as long as it does not interfere with the right of others. Accordingly, students shall not use abusive language in communicating with others. Abusive

language is defined as language which insults, taunts, or challenges another under circumstances in which such conduct is likely to provoke a violent response. This language includes epithets directed at an individual's race, color, ethnic identity, religion, or sex, which are personally abusive, degrading and insulting, rather than a communication of ideas or opinions, and/or which are used in a situation which presents an actual danger of a breach of peace.

### **In the Classroom**

- A. Students shall be free to take reasoned exception to the data or views offered in any course of study and to reserve judgment about matters of opinion, but they are responsible for learning the content of any course of study for which they are enrolled.
- B. The instructor in the classroom and in conference should encourage free discussion, inquiry, and expression. Student performance should be evaluated solely on an academic basis and not on the basis of opinions or conduct in matters unrelated to academic standards.

### **Out of the Classroom**

- A. Students may express their views individually or collectively through normal faculty, administrative, and student channels of communication.
- B. Students may express their views by demonstrating peacefully for concepts they wish to make known. The college shall respect this right provided that certain guidelines as listed in the section entitled, "Freedom of Association" on page 70 are followed.
- C. Special interest clubs and other unrecognized student groups may invite and hear any person of their own choosing. Organizers must make arrangements in advance for facilities and special equipment through the Director of Student Activities. When guest speakers are invited to express their views