

## Purpose

Boston College advances its mission through the contributions of a diverse faculty, staff, and student body and strives to provide a welcoming environment informed by respect for all persons regardless of race, color, national origin, sex, religion, disability, age, or sexual orientation. Discriminatory harassment has no place in this environment. All members of the University community, especially individuals who exercise supervisory authority, have an obligation to address such harassment when it occurs and to take action, including disciplinary action when appropriate, to prevent its recurrence. This policy describes the University's response to complaints of discriminatory harassment, including the University's grievance procedures.

faculty and staff (as well as for some categories of students, such as teaching and research assistants, with regard to behavior linked to the responsibilities of their assistantships) with the exception of (i) complaints of sexual harassment subject to Title IX, which are addressed in accordance with the [Title IX Harassment Policy](#) and (ii) other harassment complaints against students, which are addressed in the [Code of Conduct](#) (which may, however, refer to the definitions included in this policy). This policy also provides information about reporting options and resources available to members of the University community who experience discriminatory harassment or sexual misconduct.

## [Discrimination Grievance](#)

### [Policy](#) and the [Title IX Harassment Policy](#)

- **University Right to Discipline Employees.** The procedures outlined in this policy are intended as resources for prompt and equitable resolution of complaints of members of the Boston College community who believe they have been subject to discriminatory harassment committed by Boston College employees. This policy is not intended to limit or condition the authority of Boston College as an employer to take disciplinary action against any employee who is reasonably determined to have engaged in harassment or other inappropriate workplace conduct, whether or not the conduct



who rejects such advances, sexual epithets, jokes, or comments, or comments about an individual's body or sexual experiences, unwelcome leering, whistling, brushing against the body, sexual gestures, and displaying sexually suggestive images.

- Sexual misconduct which is defined under Massachusetts law (M.G.L. c. 168D) as sexual violence, dating violence, domestic violence, gender violence, violence based on sexual orientation or gender identity or expression, sexual assault, sexual harassment, or stalking.

## Responding to Discriminatory Harassment

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Title IX Harassment Policy, unless it is dismissed under that policy, the matter implicates this policy and/or other University policies.

4. If the complainant believes the Harassment Counselor has erred in dismissing the complaint, the complainant may consult with the Executive Director of Institutional Diversity, who will review the matter and make a determination. The Executive Director's decision will be final.

*Additional Reporting Options and Resources*

Any member of the University community who experiences or witnesses sexual misconduct or who has a medical or safety concern is encouraged to call 911 or the Boston College Police at 552-5527.



the investigation shall have received annual training on issues relating to sexual

appealing party at the time of investigation or hearing and that would likely affect the outcome of the case; or (ii) if the party has a reasonable basis to believe that the outcome was the result of a material failure to comply with the procedural requirements of this policy. A faculty member may also bring an appeal if the faculty member reasonably believes the outcome constitutes a violation of academic freedom. An appeal must be filed in writing within ten (10) days after the respondent is informed of the decision. Except in the case of appeals filed by faculty, appeals should be in writing and filed with the Executive Vice President, who will either sustain or reverse the decision, or refer the case back to the appropriate Dean or Vice President for further review. Faculty may appeal pursuant to applicable provisions of the University Statutes.

### Recordkeeping

A record of all complaints, including their disposition, will be maintained by the Harassment Counselor and the Office for Institutional Diversity.

A record may also be kept with a respondent's personnel file. For informal complaints, no

617-994-6000

*Faculty, staff, or applicants for employment:*

U.S. Equal Employment Opportunity Commission Equal Em