

Overview of Wittenberg's Policy on Discrimination, Harassment and the Clery Act for Community Service Partner Sites

Wittenberg University is committed to developing a safe and open living and working environment for a diverse community of students, faculty, and staff. For academic and social integrity, Wittenberg encourages an environment of respect for all people and diverse beliefs, and it maintains a policy of nondiscrimination on the basis of race, color, religion, gender, age, national origin, disability, sexual orientation or any other legally protected status.

We have an expectation that students serve in an environment free of discrimination and harassment, sexual or otherwise. If you become aware of an incident of harassment, whether by witnessing the incident or being told of it, then you must report it to the Director of Community Service or the Administrative Director of the Hagen Center. When the university is made aware that an act of discrimination or harassment may exist, it is obligated by law to take prompt and appropriate action. The university prohibits any form of retaliation against any individual who assists with in a complaint investigation, including witnesses, supporters, and advisers.

Sexual harassment and misconduct undermine the mission of the university and threaten the careers, educational experience and well-being of students, faculty, staff and visitors to the campus. Therefore, it is the policy and goal of Wittenberg University that all students, faculty, staff and guests be free from sexual harassment and sexual misconduct.

The university reserves the right to investigate circumstances that may involve sexual harassment or misconduct in situations where no complaint has been filed. In accordance with the University's mission and values, and in compliance with Title IX and related legislation, Wittenberg University seeks to proactively prevent sexual harassment and sexual misconduct. The University is also committed to responding promptly to concerns or allegations of harassment and assault. Such response includes, but is not limited to, providing support and counseling for any individual requiring or requesting it; taking adequate steps to immediately eliminate the harassment or threat of harassment, preventing its recurrence and providing fair, adequate and equitable resolution of complaints brought to the University's attention.

Wittenberg University is committed to providing programs, activities, and an educational environment free from sex discrimination. This policy applies to all faculty, staff, and students. All community members are expected to abide by this policy, whether on campus or away from campus, when engaged in activities sponsored by the university or which otherwise related to the university or its business. This policy also applies to activities of recognized student organizations. Those who contract to use Wittenberg's campus, conduct business on campus or visit the university are expected to adhere to the principles established by this policy.

The entire policy can be found by going to –
www.wittenberg.edu/administration/human_resources

Clery Act

- **Introduction**

- *The goal of the Clery Act is to ensure students, prospective students, parents and employees have access to accurate information about crimes committed on campus and campus security procedures.*

- **The Clery Act requires all schools to:**

- *Collect, classify, and count crime reports and crime statistics*
 - *Publish and actively distribute an annual security report that contains all statistical and policy disclosures*
 - *Maintain a publicly available daily crime log*

Clery Act

- **Daily Log:** a log is a daily record of criminal and alleged criminal incidents reported to the campus police or security department.

- **Location:** Off Campus- but closely related to the University
 - *Under the law, some off-campus locations are deemed so closely related to the University that crimes at these locations are included in campus crime statistics*

Clery Act

- **Four Crime Categories**

- Criminal Offenses
 - Hate Crimes
 - Arrests and Referrals for Disciplinary Action
 - Violence Against Women Reauthorization Act of 2013

Clery Act

- The Clery Act requires that the University gather and publish crime data from multiple sources, including a Campus Security Authority

- A CSA is anyone who has significant responsibility for student and campus activities.
 - CSAs are responsible for collecting and reporting on certain crimes that are reported to them by students. (*campus partners may hear of crimes from students*).
 - CSAs need to get the facts- When, what, where, who, etc. and inform victims of their options, including confidential reporting options and offer referrals to resources.