

RACIAL, ETHNIC, NATIONAL ORIGIN, DISABILITY, SEX, SEXUAL ORIENTATION, GENDER EXPRESSION, GENDER IDENTITY OR RELIGION-BASED HARASSMENT POLICY

Trinity College forbids harassment based upon race, color, ethnicity, national origin, religion, disability, sex, gender, expression, gender identity, or sexual orientation. Such harassment is immoral and illegal. Not only does each lead to feelings of impotence, exclusion, and anger for victims, but they undermine the very mission and basic values upon which a liberal arts college is built. Employees of the College should know that harassment in this context is defined as certain verbal or symbolic behaviors that are based upon an individual's race, color, ethnicity, national origin, religion, disability, sexual orientation, gender expression or gender identity. These include any words or actions that:

- are directed at an identifiable person, persons or group;
- insult or demean the person, persons or groups to whom the behavior is directed;
- abuse a power relationship with any person;
- are intended only to inflict direct injury on the person, persons or group to whom the behavior is directed;
- are sufficiently abusive or demeaning that a reasonable, disinterested observer would conclude that the behavior is so intended;
- occur in a context such that intent only to inflict direct injury reasonably may be inferred.

Employees must understand that:

- Trinity views all expressions of harassment as threats to the community;
- Harassment debilitates and disenfranchises;
- such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or of creating an intimidating, hostile or offensive working, educational, academic or living environment.

Harassment based on race, color, ethnicity, national origin, disability, sex, sexual orientation, gender expression, gender identity, or religion may occur in a variety of circumstances. Selected examples of some (but not all) types of behaviors which may be construed as offensive are: racial, ethnic, disability, sex, gender expression, gender identity, or sexual orientation epithets or slurs; demeaning jokes or stories that portray a particular group of people in derogatory fashion; hate words, symbols or actions. The Trinity community depends on trust and civility. A willingness to recognize the dignity and worth of each person at the College is essential to our mission. It is the responsibility of each person on campus to respect the personal dignity of others. We expect members of our College community to demonstrate a basic generosity of spirit that precludes expressions of bigotry. Trinity properly celebrates the diversity of its community. We come here from many different backgrounds including those pertaining to race, ethnicity, color, nationality, religion, disability, sex, gender expression, gender identity, sexual orientation, and ethnic ancestries. Learning about the differences among us, as well as the similarities, is an important dimension of education, one that continues for a lifetime. Tolerance alone, however, is not enough. Respect and understanding also are needed. We should delight in our differences, and should seek to appreciate the richness and personal growth which our diversity provides to us as members of this community.

The College not only does not tolerate abusive behavior by or to members of our community, but we are determined to preserve and safeguard the ability of all of us to participate fully in all aspects of community life. For example, we should be aware that

under some circumstances the use of certain words or symbols may constitute abusive behavior. Words or gestures that are intended only to inflict pain and suffering are no more legitimate in our community than physical actions intended to inflict bodily harm. Such words can hurt as much as physical assault. All cases of racial, color, ethnic, nationality, disability, sex, sexual orientation, gender expression, gender identity, or religion-based harassment are serious matters and will be treated as such by Trinity College. The College is legally responsible for maintaining an environment free of harassment; Connecticut and federal laws give protection to those who suffer from it. Employees committing prohibited acts of harassment will be disciplined, up to and including discharge.

Also, they may face charges at the federal or state level. Those who feel they have been harassed by an employee of the College are strongly urged to call upon the Director of Human Resources for advice regarding appropriate action to take. It is important that as employees you understand Trinity's position on racial and ethnic harassment, as well as your rights and responsibilities under the law.