



Strive Community Health Institute Anti-Harassment Policy Office of Equity and Inclusion / Human Resources / Student Affairs

1. Purpose

Strive Community Health Institute is committed to maintaining a learning and working environment that is free from harassment of any kind. This policy establishes the university's stance against harassment, outlines reporting procedures, and sets forth disciplinary measures for violations.

2. Scope

This policy applies to all members of the university community, including but not limited to students, faculty, staff, administrators, contractors, and visitors. It covers conduct that occurs:

- On campus
- At university-sponsored events
- Through digital platforms associated with the university (e.g., email, learning management systems)
- Off-campus where the conduct impacts the university environment

3. Definition of Harassment

Harassment is any unwelcome conduct—verbal, physical, visual, or written—that is based on an individual's protected characteristics and:

- Has the purpose or effect of creating an intimidating, hostile, or offensive environment; or



- Unreasonably interferes with an individual’s academic or work performance

Protected characteristics include, but are not limited to: race, color, national origin, ethnicity, gender, gender identity, sexual orientation, religion, age, disability, marital status, or any other legally protected category.

4. Examples of Prohibited Conduct

- Unwelcome sexual advances, requests for sexual favors, or other conduct of a sexual nature
- Derogatory jokes, slurs, or epithets
- Intimidating or threatening behavior
- Offensive comments about physical appearance or identity
- Persistent unwelcome attention or communication
- Physical assault or threats of violence

5. Reporting Procedures

Anyone who experiences or witnesses harassment is strongly encouraged to report it. Reports can be made through any of the following:

- Title IX Coordinator or Office of Equity and Inclusion
- Office of Human Resources
- Campus Safety or Security Office
- Faculty or administrative advisor

Anonymous reporting is available via: [Insert anonymous hotline/webform]



All reports will be handled with sensitivity and, to the extent possible, confidentiality. Retaliation against anyone who reports harassment or participates in an investigation is strictly prohibited.

6. Investigation Process

- **Intake:** All reports will be acknowledged promptly.
- **Preliminary Assessment:** The university will assess whether the complaint falls under this policy.
- **Investigation:** A formal investigation will be conducted if warranted, including interviews and evidence collection.
- **Findings & Outcome:** The university will issue a determination and notify involved parties of the outcome.
- **Appeal:** Parties may appeal decisions according to university procedures.

7. Consequences of Policy Violation

Violators of this policy are subject to disciplinary action, which may include:

- Mandatory training or counseling
- Written warnings
- Suspension or expulsion (for students)
- Demotion, reassignment, or termination (for employees)

8. Prevention and Training

The university will provide:

- Annual anti-harassment training for students and employees
- Awareness campaigns



- Mandatory onboarding sessions for new community members

9. Review and Updates

This policy will be reviewed annually by the Office of Equity and Inclusion in consultation with campus leadership and student representatives.

Contact Information:

Office of Equity and Inclusion

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