

UNION COLLEGE RESOURCES: DISCRIMINATION, HATE CRIMES, ACTS OF BIAS, HARASSMENT, AND SEXUAL MISCONDUCT

(Updated August 8, 2017)

Discrimination

Union College believes no student or employee should be denied fair treatment, academic freedom, equal opportunity employment, or access due to their race, color, sex, pregnancy, religion, creed, national origin (including ancestry), citizenship status, physical or mental disability (including AIDS), age, marital status, sexual orientation, gender identity and expression, military status, predisposing genetic characteristics, domestic violence victim status, or any other protected-category under applicable local, state, or federal law (see Policy Prohibiting Discrimination, Harassment and Retaliation). Discriminatory conduct includes decisions in which the protected class status was the sole or contributory factor. If you have concerns about discrimination, please contact:

Gretchel Hathaway: Dean of Diversity and Inclusion, Chief Diversity Officer, and ADA Compliance Officer	Armand & Donald Feigenbaum Hall 518-388-8327 hathawag@union.edu
Gwen Pulvirent (for employees): Associate Director for HR Compliance and Training	17 South Lane 518-388-6304 pulvireg@union.edu

Hate Crimes; Acts of Bias

Union College’s on-going effort to create an environment that respects the right of individual free speech and thought, while valuing individual difference, is essential to fostering an engaged community.

Bias related incidents are defined as behavior that constitutes hostility towards the person or property based on the targeted person or group’s actual or perceived protected class. Some bias acts may rise to the level of a hate crime.

A hate crime is any conduct that would be a crime under New York State or Federal law and which is committed in whole or in part because of one or more attributes of protected class status.

The Bias Committee facilitates awareness of bias incidents and encourages all members of the College to report hate crimes and bias incidents by contacting one of the Committee members. Bias Committee members are (i) the Dean of Diversity and Inclusion / Chief Diversity Officer / ADA Compliance Officer, (ii) the Senior Associate Dean of Students / Director of Student Conduct, (iii) the Director of Campus Safety, and (iv) the Director of Multicultural Affairs. See Policy Prohibiting Bias Acts. Below is a list of choices and steps to help with immediate medical needs, emotional challenges, and legal issues.

Immediate Concerns

- TAKE STEPS TO ENSURE YOUR SAFETY
- SEEK MEDICAL ATTENTION
- CALL CAMPUS SAFETY OR THE SCHENECTADY POLICE

Further Considerations

- You may elect to pursue internal disciplinary options and may stop the process at any time.
- Retaliation for reporting a bias-related incident is strictly prohibited.
- If you file a report, the College will provide you with an overview of your rights.
- Campus Safety is available to assist if a criminal complaint with the Schenectady Police department is desired. A crime based bias-related incident may be prosecuted as a “hate crime” which often results in enhanced penalties.

If You Choose to Speak with Someone**CAMPUS RESOURCES**

Dean of Diversity and Inclusion / Chief Diversity Officer / ADA Compliance Officer (Gretchel Hathaway) (518) 388-8327	Mostly Private
Senior Associate Dean of Students / Director of Student Conduct (Trish Williams) (518) 388-6116 / 6061	Mostly Private
Campus Safety (Chris Hayen) (518) 388-6911	Mostly Private
Director of Multicultural Affairs (Jason Benitez) (518) 388-6030	Mostly Private
Human Resources (for employees) (Gwen Pulvirent) (518) 388-6304	Mostly Private
Counseling Center (for students) (518) 388-6161 (Wicker Wellness Center)	Strictly Confidential
Health Services (for students) (518) 388-6120 (Wicker Wellness Center)	Strictly Confidential
Campus Minister (Viki Brooks) (518) 388-6618	Strictly Confidential

OFF-CAMPUS RESOURCES

Schenectady Police Department (518) 382-5200	According To NYS Law
EAP (for employees) Employee Assistance Program (800) 828-6025	Strictly Confidential

- **STRICTLY CONFIDENTIAL:** Conversations are all confidential and can be anonymous. Except in rare, extreme circumstances, nothing will be shared without complainant’s explicit permission.

- **MOSTLY PRIVATE:** Conversations are kept as confidential as possible, but limited information about incidents of sexual misconduct must be shared with relevant administrators and a Title IX Coordinator so that the College can take action if necessary for reasons of safety. In planning any response, the wishes of the person are given full consideration.
- **ACCORDING TO NYS LAW CONFIDENTIAL:** Exploratory conversations are confidential. Police reports, with identifying information redacted, may be available to the public upon request.

Harassment

Union College does not tolerate verbal, written, physical, and/or any other forms of behavior directed at a person based on a protected class that has the effect of: (1) unreasonably interfering with an individual’s educational experience, working conditions, or living conditions; or (2) creating an intimidating, hostile, or offensive environment. The College does not support such behavior on- or off-campus and has a set of procedures in place to apply appropriate sanctions. See Policy Prohibiting Discrimination, Harassment, and Retaliation. If you have concerns about harassment, please contact:

HARASSMENT OTHER THAN SEXUAL HARASSMENT	
Employees:	
Gretchel Hathaway: Dean of Diversity and Inclusion / Chief Diversity Officer / ADA Compliance Officer	Armand & Donald Feigenbaum Hall 518-388-8327 hathawag@union.edu
Gwen Pulvirent: Associate Director for HR Compliance and Training	17 South Lane 518-388-6304 pulvireg@union.edu
Students:	
Steve Leavitt: Vice President for Student Affairs and Dean of Students	Reamer Campus Center 306B 518-388-6116 leavitts@union.edu

Sexual Misconduct; including Sexual Harassment

Questions about Union College’s Sexual Misconduct Policy, including how to file a complaint, how to request accommodations or interim relief, can be directed to:

Melissa Kelley: Title IX Coordinator	Reamer Campus Center 403E 518-388-6865 kelley2@union.edu
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In cases of sexual misconduct, including sexual assault and sexual harassment, the student or employee should immediately seek medical attention and report the sexual misconduct to one (or more) of the following confidential resources:

STUDENTS' CONFIDENTIAL CAMPUS RESOURCES	
Sexual Assault Resource Hotline	518-388-6600
Counseling Center-Wicker Wellness Center	518-388-6161
Health Services-Wicker Wellness Center	518-388-6120
Campus Minister	518-388-6618

EMPLOYEES' MOSTLY PRIVATE CAMPUS RESOURCES	
Human Resources	518-388-6304

CONFIDENTIAL OFF CAMPUS RESOURCES (Students & Employees)	
Sexual Assault & Crime Victims Services	518-346-2266
Schenectady YWCA Domestic Violence Hotline	518-374-3386
YWCA Domestic Violence Hotline	518-374-3386
Employee Assistance Program (EAP)	800-828-6025

For more information, please visit the Title IX Coordinator's website at:
<https://www.union.edu/titleix>

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