



POLICY: Student Harassment and Grievances

The Bryant University PA Program directly follows the Bryant University policies for Student harassment and grievances.

Students are made aware of these policies and procedures during the PA Program Student Orientation.

The latest information on Faculty Harassment and Grievances can be found on the Bryant University Webpage under [The current year Student Handbook](#).

Protection from Harassment

Protection from Harassment — Policy Statement

- Bryant University is committed to maintaining a working and learning environment which supports respect for the individual and for academic freedom, where all members of the community can work and learn in an atmosphere that is free from sexual or other types of harassment. It is the policy of Bryant University that no member of the University community, including faculty, staff, students, volunteers, interns, and third party contractors, may subject another to sexual or any other type of harassment.
- Harassment on the basis of race, color, religion, sex, sexual preference or orientation, gender identity or expression, national origin, age, ethnicity, disability, veteran or marital status undermines the basic principles of the Bryant community and will not be tolerated.
- Harassment includes but is not limited to unwelcome verbal, electronic and/or physical conduct directed toward an individual or regarding an individual's race, color, religion, sex, sexual preference or orientation, gender identity or expression, national origin, age, ethnicity, disability, veteran or marital status that has the purpose or effect of humiliating and/or intimidating an individual or hindering and/or interfering with work performance, academic status, or college life. In particular, sexual harassment is defined as unwanted sexual advances, requests for sexual favors, and all other verbal or physical conduct of a sexual nature where: submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic status; or submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting such individual; or such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive environment in which to work or learn.
- Bryant University considers harassment a very serious matter. Any person found to be engaging in harassment, including sexual harassment, or who aids and abets or incites such conduct, will be subject to disciplinary action, up to and including termination of employment or expulsion from an educational program of the University. Further, any retaliation against an individual for filing a complaint or for cooperating in an investigation of such a complaint is similarly prohibited and will not be tolerated.

Reporting Procedures:

- Bryant University encourages the reporting of all perceived incidents of discrimination, harassment or retaliation, regardless of the offender's identity or position. To encourage persons to come forward, the University provides several channels of communication, information, and complaint resolution as outlined below.
- Information, Counseling and Advocacy:
 - Anyone may seek advice, information or counseling on any matter, including matters relating to harassment, without having to lodge a complaint. Names and telephone numbers of these resources are listed under "Information/Counseling Resources."
- Informal Complaint Process:
 - Either verbally or in writing, notify the offender firmly and promptly that his or her behavior is unwelcome. While dealing informally with a problem of harassment may resolve the matter more expeditiously and more confidentially, no action can be taken by the University when it is not aware of the harassing conduct. Hence, informal complaint procedures should not be used for severe or habitual cases of harassment.
- Formal Complaint/Reporting Process:
 - When a formal complaint is received, the University will promptly investigate the allegation in a fair and expeditious manner. The investigation will be conducted in such a way as to maintain confidentiality to the extent practicable under the circumstances. The investigation will include a private interview with the person(s) filing the complaint and with witnesses. The person(s) alleged to have committed harassment would also be interviewed. When the investigation has been completed, the results of that investigation, to the extent appropriate, will be shared with the person filing the complaint and the person alleged to have committed the conduct. If it is determined that inappropriate conduct has occurred, the University will act promptly to eliminate the offending conduct, and where appropriate, will impose disciplinary action.
 - Disciplinary actions can include filing of criminal charges, suspension, or dismissal from the program and the University.

Resource List

Information/Counseling Resources:

- Counseling Services
(401) 232-6045
- Health Services
(401) 232-6220
- Student Affairs
(401) 232-6046

Internal Contact List

- Vice President for Student Affairs/Dean of Students
(401) 232-6046
- Associate Vice President for Human Resources
(401) 232-6011
- Provost
(401) 232-6060

A written appeal may be made to the Provost. Decisions by the Provost are final.

Non Academic Student Grievance Procedures

(Grievances may include, among others, sexual harassment or assault and/ or discrimination based on race, color, religion, gender, national origin, or disability.)

Any Bryant student or recognized student group may file a grievance in writing to the Vice President for Student Affairs/Dean of Students when it appears that a personal right or guaranteed privilege has been violated by an employee of the University. The Vice President/Dean will decide if the grievance has sufficient merit to pursue using formal or informal procedures. Formal grievance procedures are heard by an ad hoc committee appointed by the Vice President for Student Affairs/Dean of Students and will mirror the procedures and protections in place for the University Disciplinary Committee with any adaptation of those procedures or protections requiring approval of the Vice President/Dean and notification to all involved parties.

Hazing

No student or group of students shall encourage or participate in any form of hazing. Hazing is defined as any action taken or situation created to produce excessive mental or physical discomfort, embarrassment, harassment or ridicule. Such activities and situations include, but are not restricted to, paddling in any form; creation of excessive fatigue; requiring the consumption of alcohol; physical and psychological shocks; quests, treasure hunts, scavenger hunts, road trips or any other such activities conducted off-campus; wearing in public any apparel which is not normally in good taste; engaging in public stunts; morally degrading games and activities which are not consistent with the law, ritual or policy of Greek governing bodies, or the regulations and policies of Bryant University.

Bias Incident

Bryant University is committed to challenging and stopping acts of discrimination and hate. The Bias Incident Committee was established to monitor such incidents when they occur, and ensure that they are investigated thoroughly. The committee also makes recommendations for educational programs and standards for action.

If you have been a victim of a bias incident or hate crime, or have witnessed a situation, please report it to Public Safety immediately. Do not touch any evidence: keep the voice mail message or e-mail message; don't wash away the graffiti; don't clean up the vandalism.

You can report an incident through any of the following channels:

- Call the 24-hour Bias Incident Hotline at 401-232-6920.
- Complete the electronic Bias Incident Form available at web.bryant.edu/bias
- To report an incident in person, go to the Public Safety Office (lower level Unistructure on the Administration Hall side), or contact the Resident Director on duty: 401-258-4247

All reports will be investigated by the appropriate offices, and individuals involved will be notified of actions taken. Due to confidentiality laws, the University may not be able to reveal all the information related to the investigation.

TITLE IX

Bryant University is committed to providing an inclusive and welcoming educational and working environment for all members of its campus community. Consistent with these values and applicable law, including Title IX, the Clery Act and the Violence Against Women Reauthorization Act of 2013, the University maintains a comprehensive program designed to protect members of the University community from discrimination on the basis of sex or gender, which includes sexual misconduct such as sexual harassment and sexual assault, stalking and intimate partner violence.

The Bryant University Title IX Compliance Committee Mission and Overview can be found [here](#). The student conduct process for dealing with complaints is described in The Student Code of Conduct. The information contained in this document provides additional information regarding sexual misconduct complaints. Individuals are strongly encouraged to read The Student Code of Conduct to fully understand the process.

Upon receiving a report of sexual misconduct, the Office of the Associate Dean of Students, Director of Community Standards may initiate an interim administrative action(s) as allowed by The Student Code of Conduct. Such action may be taken when, in the professional judgment of a University official, a threat of imminent harm to persons or property exists. Interim administrative action is not a sanction. It is taken in an effort to protect the safety and well-being of the accused student, of others, of the University, or of property. Interim administrative action is preliminary in nature; it is in effect only until a student conduct matter has been resolved. Actions may include, but are not limited to, no contact instructions, modification of residence hall status, limited access to campus, or interim suspension. The Office of the Vice President of Student Affairs may also impose interim measures or remedies that are not limited by The Student Code of Conduct. After receiving a complaint, the designated Title IX investigator(s) will immediately begin to investigate and strive to reach a resolution within 60 days of notification; however, there are circumstances that may extend this resolution timeline (e.g., gathering witness information, scheduling). Incidents resulting in an administrative review/hearing are typically conducted within fifteen days of the accused student being formally notified of the actual alleged violations. Regular updates as to the progress of the investigation will be provided to the complainant and the accused student by the investigator(s). Both the complainant and the accused student will be notified in writing of the outcome within 24 hours of the conclusion of the investigation or administrative review/hearing, whichever is later. Either party may request an appeal by submitting a request in writing within five business days of notification. Appeals are limited to a review of the process as outlined in The Student Code of Conduct.

Sexual Assault

Reporting a sexual assault to DPS does not mean that they are obligated to report the incident to the Smithfield Police. However, in a situation where the safety and security of campus community is in jeopardy DPS will notify the Smithfield Police. DPS will, as much as possible, attempt to comply with the wishes of the victim. DPS can be reached at (401) 232-6911 or (401) 232-6001.

Members of the Bryant community who need assistance, and are not in immediate danger, are encouraged to contact the Advocacy Helpline at (401) 258-4209. The Advocacy Helpline Program is made up of trained staff members and are on call 24 hours a day 7 days a week to help victims of sexual assault.

Other on campus contacts are Counseling Services at (401) 232-6045, Health Services at (401) 232-6220 , and Campus Ministries at (401) 232-6045 , The Women's Center at (401) 232-6855 . The personnel in these offices

can provide personal advising or counseling, detailed information on health issues and reporting procedures, or referrals to resources off campus.

Confidence in these matters is maintained except when either the security of the campus or the surrounding community is breached. These offices are open Monday-Friday, 8:30 am-4:30 pm.

Bryant University Sexual Assault Policy

<https://www.bryant.edu/sites/web/files/2018-06/Sexual%20Misconduct%20Policy%20Update%2003.2018.pdf>

Advocacy Helpline (confidential) – (401) 258-4209: A 24/7 support network of Bryant staff members who are trained to assist victims of sexual assault. The network provides support, information, and assistance in attaining medical attention. When you get support, you do not have to pursue any specific course of action and no action will be taken unless you choose to do so.

Office of Counseling Services (confidential) – (401) 232-6045: Clinicians provide confidential crisis support and follow-up appointments for Bryant students. All conversations are kept confidential within professional and legal guidelines.

Health Services (confidential) – (401) 232-6220: Clinicians provide on-site medical care, testing and treatment for Bryant students. All medical information and treatment are kept confidential within professional and legal guidelines.

Department of Public Safety (not confidential) – emergency response (401) 232-6991: Emergency response available 24 hours a day, 7 days a week. You may also direct complaints to Public Safety's administrative number, (401) 232-6001.

Office of Campus Ministries (confidential) – (401) 232-6045: Chaplains are available for counseling and support. Call to make an appointment.

Gertrude Meth Hochberg Women's Center (not confidential) – (401) 232-6854: Provides support, information, and education for the Bryant campus community.

OFF CAMPUS

Local Hospitals and Emergency Rooms (confidential)

- Women & Infants Hospital (401) 274-1100, 101 Dudley Street, Providence
- Rhode Island Hospital (401) 444-5411, 593 Eddy Street, Providence

Local Law Enforcement (not confidential)

- Emergency Response *dial 911*
- Smithfield Police Department (401) 231-2500

Counseling, Advocacy, Support (confidential)

- **Day One Resource Center – 1-800-494-8100:** Provides 24/7 support and information to survivors of sexual assault
- **Rape, Abuse and Incest National Network (RAINN) – 1-800-656-HOPE:** National hotline for victims of sexual assault. Free counseling and support 24 hours a day from anywhere in the country. A survivor who calls is connected to the nearest local rape crisis center through a unique computer routing system that maintains the caller's confidentiality.

- [Sexual Assault and Domestic Violence Hotline](#) – **1-800-494-8100**: 24-hour hotline if you need help because of a sexual assault or an abusive relationship. Counselor-advocates provide support and are available to accompany victims of sexual assault to the hospital and police station. Ongoing counseling and support groups available. (This hotline is specific to Rhode Island. Contact the National Sexual Assault Hotline at 1-800-656-HOPE if you need help in another state.)

Standard A3.12 The program must define, publish, and make readily available to faculty institutional policies and procedures for processing faculty grievances and allegations of harassment.

ANNOTATION: If the program has policies related to grievances and harassment in addition to those of the institution, the program is expected to document these and make them readily available to faculty.

Review: 12/11/17

- Medical Director
- Human Resources
- Office of the Provost

Forwarded for Approval: 12/13/17

- Associate Program Director

Approved: 12/14/17

- Program Director

BRYANT UNIVERSITY

Title IX Grievance Form

Today's Date: Click or tap to enter a date.

Complainant's Name: Click or tap here to enter text. (Last, First, Middle Initial)

Campus Work Area: Click or tap here to enter text.

Home Address: Click or tap here to enter text.

Home City: Click or tap here to enter text. State: Zip Code:

Telephone Number:

E-Mail Address: Click or tap here to enter text.

Status: Choose an item.

1. Respondent:

Name: Click or tap here to enter text.

Address: Click or tap here to enter text.

Contact Information: Click or tap here to enter text.

2. Specifics of Complaint: Describe below, including any dates of alleged discrimination.
Attach extra pages as needed.

Click or tap here to enter text.

3. Witnesses: Include names, statuses, and contact information.

Click or tap here to enter text.

Click or tap here to enter text.

Click or tap here to enter text.

4. **Corrective Action:** If you wish, please describe any corrective action you would like to see taken with regard to the alleged misconduct. Attach extra pages as needed.

Click or tap here to enter text.

Signature of Complainant