

Anti-Discrimination and Anti-Harassment Policy

Racial equity and diversity inclusion are a top priority at Garrett-Evangelical. It is our goal to be equitable, just, and inclusive in our relationships within the Seminary community and in the broader community. To this end, the Seminary does not tolerate *any* behavior that is intentionally offensive, intimidating, or hostile to others. Such behavior is in conflict with the Seminary's commitment to foster a safe, inclusive, and supportive work environment. The following behaviors are absolutely prohibited in the Seminary community (as well as situations in which employees represent the Seminary in the church and the broader community).

Discrimination

Garrett-Evangelical prohibits the discrimination in employment, promotion, benefits, admission, housing, or any other services provided by the Seminary in accordance with its Equal Opportunity Employer/Affirmative Action Policy on page 5 and its non-discrimination statement that appears on the admissions application and in the Student and Academic Handbooks, as follows: Garrett-Evangelical Theological Seminary does not discriminate, or permit discrimination by any member of its community against any individual, on the basis of race, color, religion, national origin, sex (including pregnancy), sexual orientation, gender identity, gender expression, parental status, marital status, age, disability, citizenship, veteran status, genetic information, or any other classification prohibited by law in admissions, recruitment, financial aid, employment, promotion, benefits, housing, services, or in its educational programs or activities.

Harassment

Garrett-Evangelical prohibits harassment of any kind. Any verbal, physical, or visual act that a reasonable person would find offensive, intimidating, or hostile to an individual or group based on actual or perceived race, color, national origin, ancestry, age, disability status, citizenship, sex, sexual orientation, gender identity, gender expression, marital status, pregnancy status, military discharge or veteran status, source of income, housing status, or any other class protected by law is harassment. Examples include:

- comments, racial/ethnic slurs, or negative stereotyping;
- teasing or jokes about an individual or group;
- verbal abuse or insults directed toward an individual or group; and
- written or visual materials that denigrate or belittle an individual or group.

Sexual Harassment

Garrett-Evangelical, committed by the Christian faith to justice for all persons, strictly prohibits and does not tolerate any behavior, verbal or physical, that constitutes sexual harassment. The Seminary's sexual-harassment policy applies to all persons involved in the operations of the Seminary and prohibits sexual harassment by any employee against any other employee, student, faculty member, vendor, customer, contractor, or other third party. The sexual-harassment policy

also prohibits any student, faculty member, vendor, customer, contractor, or other third-party vendor to sexually harass an employee of the Seminary.

All employees are required to avoid offensive, inappropriate, or sexual behavior at work and are responsible for ensuring that the workplace is free from sexual harassment at all times.

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when one of the following occurs:

- Submission to such conduct is made, either explicitly or implicitly, a term or condition of an individual's employment or academic standing or to avoid some other sort of loss.
- Submission to or rejection of such conduct by an individual is used as the basis for employment or academic standing decisions affecting such an individual.
- Such conduct has the purpose or effect of substantially interfering with an individual's work or study performance creating an intimidating, hostile, or offensive environment.

Other prohibited forms of sexual harassment include but are not limited to the following:

- verbal conduct, such as epithets, derogatory jokes or comments, slurs or unwanted sexual advance, invitations, or comments;
- visual conduct, such as derogatory and/or sexually orientated posters, photography, cartoons, drawings, or gestures;
- physical conduct, such as assault, unwanted touching, blocking normal movement, or other physical interference; and
- retaliation for having reported or threatened to report the harassment.

To view the complete Sexual Misconduct Policy Manual, visit <http://www.garrett.edu/sexual-misconduct-and-title-ix>

Reporting Discrimination, Harassment, and Sexual Harassment

Any person of the Seminary community who believes they have been subjected to discrimination, harassment, or sexual harassment should immediately report the situation to their supervisor, vice president, or the Human Resources Department. Complaints should be in writing and include details of the incident, names of the individuals involved, and names of any witnesses. The Seminary promptly undertakes an investigation of the allegations, and all such complaints are treated as confidential.

If it is determined, after investigation, that a member of the Seminary community has violated one of these policies, that individual is subject to appropriate disciplinary action up to and including suspension or termination from the Seminary. The Seminary does not retaliate against an employee for cooperating in an investigation or making a good-faith complaint.