

DISCRIMINATION AND HARASSMENT POLICY

CORNISH COLLEGE OF THE ARTS

Developed & Updated by
Tiffany Davis, Chief Equity Officer and the
President's Cabinet

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Cornish College of the Arts
Discrimination and Harassment Policy

Policy Statement:

Cornish College of the Arts expressly prohibits discrimination and/or harassment on the basis, actual or perceived, of ability, age, citizenship status, color, creed, ethnicity, gender expression, gender identity, genetic information, marital status, nationality, pregnancy, race, religion, sex, sexual orientation, veteran or military status, or any other category protected in accordance with federal, state, and local laws. Any such discrimination and/or retaliation will be promptly and fairly addressed and remedied according to the applicable Cornish resolution process.

Jurisdiction and Scope:

This policy is applicable to all members of the Cornish community including, but not limited to: faculty, staff, students, trustees, contractors, volunteers, and guests. Off-campus discriminatory or harassing speech whether online or in-person, may be regulated by Cornish only when such speech is made in the official or work-related capacity.

Policy Definitions:

Discrimination - treating an individual differently or less favorably because of their actual or perceived protected characteristics.

Harassment - a form of discrimination consisting of unwelcome conduct based on an individual's actual or perceived protected characteristics that has the purpose or effect of unreasonably limiting, denying, or interfering with work or academic performance or creating an intimidating, hostile, or abusive work or academic environment. Sex-based harassment and sexual violence may also be covered by the Sexual Misconduct Policy.

Retaliation - the adverse treatment of an individual because of their participation in the reporting, investigation, or resolution of an alleged violation of this policy.

Reporting:

All employees (except those whom Cornish has designated as confidential) who receive notice of a potential violation of this policy are expected to report all known details to the Chief Equity Officer within 24 hours of becoming aware of the report or incident.

Failure to Report:

Failure of a non-confidential employee to report potential violations of this policy may result in disciplinary action for failure to comply.