

DISCRIMINATION AT KENYON

Office for Civil Rights/Title IX Call 740-427-5820

Samantha Hughes, Title IX Coordinator
hughess@kenyon.edu
Eaton Center 258 or 740-427-5820

HOW TO GET HELP

EMERGENCY RESPONSE

Kenyon Campus Safety

740-427-5555

740-427-5000

Knox County Sheriff

911

740-397-3333

MEDICAL TREATMENT

Knox Community Hospital

1330 Coshocton Ave

740-393-9000

Kenyon Health Center

740-427-5525 or

Call Campus Safety

CONFIDENTIAL COUNSELING

Kenyon Counseling Center

740-427-5643 or

Call Campus Safety

SUPPORT (not confidential)

Kenyon Peer Counselors

peercounselors@kenyon.edu

Kenyon Diversity Advisors

diversity.advisors@kenyon.edu

Office of Diversity, Equity and Inclusion

740-427-5160 or 740-427-5897

WHAT SHOULD BE REPORTED?

When the following behaviors are based on age, race, ethnicity, color, national origin, ancestry, religion, medical condition, genetic information, veteran status, and marital status and any other characteristic protected by state, local, or federal law. (These are examples and are not intended to be a complete list.)

- Treated differently in determining whether such person satisfies any requirement or condition for the provision of any aids, benefits, or services;
- Provided different aid, benefits, or services. For example, a professor never makes time to meet with Buddhist students but is very flexible in meeting with other students;
- Provided aid, benefits, or services in a different manner;
- Denied any aids, benefits or services;
- Subjected to separate or different rules of behavior, sanctions or other treatment. For example, only Black and Latinx employees are required to clock in and out for lunch;
- Treated differently concerning the domicile or residence of a student or applicant;
- Discriminated against by providing significant assistance to any agency, organization or person which discriminates on the basis of a Protected Characteristic in providing any aid, benefit, or service to students, faculty, or employees. For example, special office or meeting space is allocated to all groups except those for military veterans.
- Otherwise limited in the enjoyment of any rights, privileges, advantages or opportunities with regard to aids, benefits or services; or
- Treated differently with regard to terms, conditions or benefits of employment, or in the recruitment, consideration or selection thereof. For example, only Jewish and Muslim job candidates are asked about vacation/personal days at their interviews. When these or other forms of discrimination are based on a Protected Characteristic as defined by this policy, the conduct will be resolved under this policy.
- Threatening to harm someone or their property.
- Repeated, and unwanted, demeaning or negative comments.

For complete details see Section IV. of the Discrimination and Discriminatory Harassment Policy.

HOW DO I REPORT?

If something happened to you

You can speak *confidentially* to these campus officials:

A College Counselor: 740-427-5643

College Medical Staff: 740-427-5525

Marc Bragin, College chaplain: 740-427-5228

Rachel Kessler, College chaplain: 740-427-5353

You can make a report and find out your options for support and processes by contacting (private, not confidential):

Samantha Hughes, Civil Rights Coordinator

hughess@kenyon.edu

740-427-5820

Kevin Peterson, Civil Rights Deputy Coordinator

peterson2@kenyon.edu

740-427-5245

In an emergency, call Campus Safety at 740-427-5000 or the Knox County sheriff at 911.

If you are an employee and hear about or witness a possible discriminatory situation, contact:

Samantha Hughes, Civil Rights Coordinator

hughess@kenyon.edu

740-427-5820

Kevin Peterson, Civil Rights Deputy Coordinator

peterson2@kenyon.edu

740-427-5245

To report anonymously you may fill out a form here:
forms.kenyon.edu/node/82

FREQUENTLY ASKED QUESTIONS

Does information about a complaint remain private?

Typically it does. Any information collected in the course of reporting or investigating a complaint is kept private to the extent possible. Records generated in the course of the investigation may be protected under student record laws (FERPA).

If the reported act may constitute a felony under Ohio law, the College is required to report it to the Knox County sheriff. Names are not provided to the sheriff. This does not mean that charges will automatically be filed or that a complainant must speak with the sheriff.

Will the College tell my parents?

Generally, no. Students are encouraged to inform their parents if there are major medical or disciplinary consequences, or academic jeopardy. College officials will inform parents at the student's request or in a life-threatening situation.

Will the College inform my supervisor?

Supervisors will not typically be informed of reports. If a supervisor must be informed because of risk in the workplace, the reporting and responding parties will be informed.

If you are a respondent and are found responsible for a violation of Prohibited Conduct, your supervisor will be informed as necessary to implement any sanctions.

Will the respondent know my name?

If you request a no-contact order or a formal investigation, the respondent will know your name. If you request an informal resolution, you will be consulted about whether the respondent knows your name. If you do not want any type of process, the respondent will not know your name or that you have made a report. The only exception to this may be if the respondent appears to present a danger to the community.

Do I have to name the respondent?

No. You are not required to provide any specific information to the Civil Rights coordinator.

What do I do if I am accused of discrimination?

Do not contact the complainant. You should talk with someone who can serve as a support/advisor to you. You will be asked to meet with the Civil Rights coordinator. You do not need to provide any specific information to the coordinator. However, the coordinator will provide you with important information about options for support and about the process. You may also wish to talk to a confidential resource.

What evidence should I save?

Save all evidence of the event(s), including text messages, emails, notes/letters, photographs, etc.

I'm afraid of retaliation if I report.

Retaliation is prohibited. The retaliation clause of the Civil Rights policy will be enforced. Let the Civil Rights coordinator know about your concerns. Report any possible retaliation to the Civil Rights coordinator.

KENYON'S DISCRIMINATION AND DISCRIMINATORY HARASSMENT POLICY APPLIES TO ALL MEMBERS OF THE KENYON COMMUNITY

Whether you are a student, staff member, administrator or faculty member, Kenyon's policy aims to protect you.

The expectations for behavior under the Discrimination and Discriminatory Harassment Policy are the same for all community members. Discrimination and discriminatory harassment are never acceptable in our community.

The process is the same for all members of the community. This is true whether you opt for an informal or formal process.

QUESTIONS?

Contact:

Samantha Hughes, Title IX Coordinator

hughess@kenyon.edu

740-427-5820

Eaton Center 258



Kenyon College
Office for Civil Rights

July 2018