

DISCRIMINATION AND HARASSMENT

BIAS-RELATED INCIDENT

Siena defines a bias-related incident as a behavior that constitutes an expression of hostility against the person or property of another because of the targeted person's race, religion, sexual orientation, ethnicity, national origin, gender, age, or disability. Bias-related incidents include, but are not limited to, name calling and using degrading language or slurs directed toward a person because of his or her membership (or perceived membership) in a protected class.

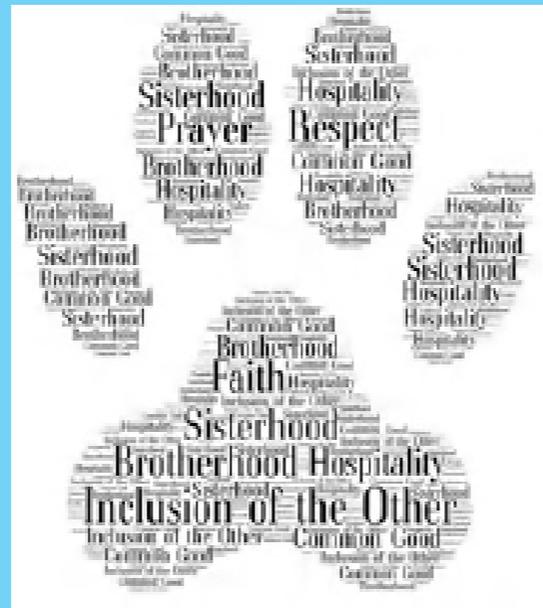
HATE CRIMES

A person commits a hate crime when he or she commits a specified criminal offense as defined by the New York State Penal Law. Examples of hate crimes may include, but are not limited to, threatening phone calls, hate mail (including electronic mail), physical assaults, vandalism, destruction of property, and fire bombings.

Siena College considers hate crimes and bias-related incidents as serious. In addition to any criminal sanctions, individuals found responsible for hate crimes or bias related incidents are subject to sanctioning in accordance with procedures outlined in the Siena College Discrimination and Harassment policy.

TRANSFORM YOUR VALUES INTO ACTIONS: BECOME AN ACTIVE BYSTANDER

- Notice the Event -Take it seriously. Don't downplay behavior.
- Interpret it as a Problem - Be observant – don't ignore behavior that could be discriminatory.
- Feel Responsible to Act - Support the victim and show that you care. Siena students watch out for each other.
- Know What to Do - Report the conduct to Public Safety, Title IX Coordinator, Residence Director (RD), Dean of Student's Office or anonymously at www.siena.edu/anonymous.
- Intervene Safely -Intervene and stop inappropriate behavior when you observe it – respectfully and safely, of course.
- Supportive Services - All victims of, or witnesses to, bias-related incidents are encourage to use college supportive resources, including the Counseling Center, Office of the Chaplain and Friars.
- Working toward Unity - providing awareness and prevention information on discrimination and harassment, including disseminating our policies, implementing training, and educational programs for all College constituents.



For more information:
www.siena.edu/discriminationprevention

YOU ARE NOT ALONE

SIENA RESOURCES

Public Safety
24 hours emergency: 518-783-2999
Non-emergency: 518-783-2376

Title IX Coordinator
Sarazen Student Union, Rm 235
518-782-6673

Title IX Associate
518-782-8924

Office of the Dean of Students
Sarazen Student Union, Rm 302
518-783-2328

Damietta Cross-Cultural Center
Sarazen Student Union, Rm 207
518-783-2330

Counseling Center
Foy Hall, Rm 110
518-783-2342

Office of the Chaplain
Saint Mary of the Angels Chapel
518-783-2332

OFF CAMPUS

New York State Division of Human Rights
www.DHR.NY.GOV
888-392-3644

Pride Center of the Capital Region
518-462-6138

Albany Social Justice Center
518-434-4037

Colonie Police Department
Emergency: 518-783-2811
Non-emergency: 518-783-2744



DISCRIMINATION PREVENTION

recognize
report
prevent

www.siena.edu/discriminationprevention

At **Siena** we are committed to:

DIGNITY - affirming and protecting the dignity of the individual while pursuing the common good.

COMMUNITY - being a community where we work together in friendship and respect, and where we build a world that is more just, peacable and humane.

APPRECIATION - appreciating the unique worth of each person and delighting in the diversity within our community

At Siena, we strive to instill the values and knowledge to lead a compassionate, reflective and productive life of service and leadership.

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WHAT IS DISCRIMINATION

Discrimination is adverse treatment of any staff, faculty, student or administrator based on the protected class or category of persons to whom he/she belongs, rather than on the basis of his/her individual merit, with respect to the terms, conditions, or privileges of employment or academic standing.

WHAT IS HARASSMENT?

Harassment

Harassment is unwelcome verbal or physical conduct prohibited by law directed toward, or differential treatment of, an employee or student because of his/her membership in any Federal or New York State protected group or on any other prohibited basis.

Harassment becomes unlawful when:

- Enduring the offensive conduct becomes a condition of continued employment/academic standing; or
- The conduct is severe or pervasive enough to create a work/learning environment that a reasonable person would consider intimidating, hostile or abusive.

Third-Party Harassment

The individual to whom the harassing conduct is aimed is not the only person who can complain about the harassment. Third parties may complain when the harassment directed at others adversely affects the other person's work/learning environment. Third parties may also complain when offensive conduct, even if it is consensual between the parties involved, is creating a hostile work/learning environment for the third party.

What are some examples of third-party harassment?

- Group members telling jokes of an offensive nature.
- Screensavers of an offensive nature on your computer.
- Individuals referring to each other using derogatory terms.
- Posters, pictures or messages of an offensive manner posted in a residence hall room.

WHO DOES IT HAPPEN TO?

This Discrimination and Harassment Policy applies regardless of:

Gender	Race
Creed	Color
Gender Identity	Military Status
Ethnicity	National Origin
Religion	Age
Disability	Sexual Orientation
Marital status	Veteran Status
Familial Status	Pregnancy
Domestic Victim Status	

WHAT CAN YOU DO?

- You set the tone. Don't wait for others to object to situations.
- It is everyone's responsibility to convey that harassment and other discriminatory behaviours are unacceptable and will not be tolerated.
- Inaction in the face of discriminatory conduct may be viewed as support for bigotry. Speak up.
- Use gender-neutral and bias free language. Keep your living area free of harassing materials.
- Address situations so they don't escalate.

Siena is committed to affirming and protecting the dignity and rights of each person and addressing issues of bias, discrimination and exclusion where they exist. Our commitment is rooted in the Franciscan and Catholic tradition, which affirms the unique worth of each person and shares a commitment to building a world that is more just, peaceable and humane. The dignity of the individual should never be violated in any way, and the college community views, with seriousness, violations of this policy against any person.

WHAT ARE SOME EXAMPLES OF HARASSING BEHAVIOR?

- Racial slurs or epithets
- Treating an individual differently because of the individual's race, sexual orientation, national origin, sex, religion or other protected categories
- Unwelcome sexual advances
Sexual innuendoes, comments and sexual remarks
- Racial and sexual graffiti
- Telling jokes pertaining to protected categories
- Suggestive, obscene or insulting sounds
- Posters, email, cartoons, pictures that create and offensive and intimidating environment
- Implied or expressed threat of reprisal for refusal to comply with a sexual request
- Patting, pinching, brushing up against another's body
- Engaging in threatening, intimidating or hostile acts towards an individual because that individual belongs to or is associated with any protected categories
- Electronic transmission of derogatory, demeaning or hostile materials

Siena College Unity Council

Chaired by the Vice President for Student Life (VPSL), the Unity Council is meant to provide a structure to effectively increase communication among student leadership groups and address diversity related issues on campus from a student perspective.

Siena College Diversity Action Committee

The committee is composed of faculty and students of Siena College, working together to increase knowledge of diversity and to effect positive change within the Siena community concerning issues related to gender, race, ethnicity, class, age, sexual orientation, gender expression, and disability on campus.

Siena College President's Advisory Council on Diversity and Inclusion

The PACDI is charged with assessing the College's current status in relation to diversity and inclusion and making recommendations to assist the College in further cultivating an environment that is welcoming, supportive and respectful to all.