

Student Handbook

Welcome to Bard!

Student Government Constitution of Bard College

Academic and Campus Life Calendar, 2024–2025

Religious Services and Holiday Calendar, 2024-2025

Social Media Guidance

Sports & Student Clubs

Bard College Student Government and Standing Committees

Learning at Bard

Harassment, Discrimination and Stalking Policy

Harassment, Discrimination and Stalking Policy*

Concerns of harassment, discrimination, or stalking based on gender or another protected identity should refer to the [Gender-Based Misconduct Policy](#) and the [Policy Against Discrimination and Harassment](#), which are available at the [Office of Title IX & Nondiscrimination website](#).

Discrimination and harassment of any kind will not be tolerated. Those believing that they have been unlawfully harassed or discriminated against on the basis of their sex, gender, race, color, national origin, religion, age, disability, gender identity, sexual orientation, predisposing genetic characteristics, marital status, veteran status, military status, domestic violence victim status, ex-offender status, should contact the Dean of Student Affairs Office, Human Resources, or Office of Safety and Security.

Any person who feels uncomfortable, compromised, or otherwise unable to file a complaint through the channels

Resources

**Residence Life
& Housing**

**College
Policies,
Regulations,
and
Procedures**

College
Policies,
Regulations,
and
Procedures

Alcohol
and Drug
Policy

Alcohol
and Drug
Programming

Anti-
Hazing
Statement

Bias
Incidents

Campus
Computing

Bicycle
Policy

Consensual
Relations

Credit
Cards

Digital
Millennium
Copyright
Act

Discipline
or

Dismissal
of
Students

Events
Registration

Free
Speech
Policy

set forth below may make a report via the Misconduct Reporting Line (888-323-4198). Reports of alleged

violations of this policy may be made anonymously to the Misconduct Reporting Line. However, it is important to note that this is not a confidential reporting line.

Individual identities may be disclosed through the process of investigation. Reports made to the Misconduct Reporting Line will be received by and responded to by a person outside of the Bard community. That person will determine, based upon the allegations made, whether this is a matter which constitutes an alleged violation of this policy. Alleged violations of this policy will be referred for investigation in accordance with the College’s policies. Any reports received via the Misconduct Reporting Line will be filed for statistical purposes, even if made anonymously.

Discrimination

Discrimination is the unlawful and intentional act of unfair treatment of a person based sex, gender, race, color, national origin, religion, age, disability, gender identity, sexual orientation, predisposing genetic characteristics, marital status, veteran status, military status, domestic violence victim status, ex-or offender status.

Harassment

Unwelcome, hostile, or inappropriate conduct directed toward an individual because of their protected status. Such conduct violates College policy if it (1) has the purpose or effect of creating an intimidating, hostile, or offensive working, living, or learning environment for the affected individual, or (2) substantially interferes with that individual’s working, living, or learning environment. This can include persistent comments or jokes about an individual’s religion, race, age, or gender; verbal behavior, including insults, remarks, epithets, or derogatory

Dogs on
Campus
Academics
Gender-
Based
Misconduct

Admission

Campus Life

Civic Engagement

News + Events

About

Grilling on
Campus

E-bikes,
E-
scooters,Hoverboards
and
Similar
Vehicles

*Harassment,
Discrimination
and
Stalking
Policy*

Leaves of
Absence/Dismissals
Nondiscrimination
Policy

Photography
and
Videography
Policy

Physical
Violence/Threats
of Physical
Violence

Sanctions

Sign
Posting
Policy

Smoking

Student
Judiciary
Board

Student-
Athlete
Compensation

Theft

Trash
Disposal

Trespassing

Vandalism

Weapons

**Safety and
Security**

statements directed at an individual or group; nonverbal
behavior, including graffiti, inappropriate physical

advances short of physical violence; and assault, including
physical violence or the threat of physical violence.

Stalking

A course of conduct directed at a specific person that
would cause a reasonable person to feel fear. Stalking
behaviors may include pursuing or following, unwanted or
nonconsensual communication or contact (including in-
person contact, telephone or voice messages, electronic
messages, social media messages, and text messages),
unwanted gifts, trespassing, surveillance, and other types
of observation.

Retaliation

To take an adverse action against an individual or subject
an individual to conduct that has the purpose or effect of
unreasonably interfering with that individual's educational
experience, work or academic performance, or creates an
educational experience or academic or work environment
that a reasonable person would find intimidating or
hostile because of something that individual did to further
this policy. This may include complainants, respondents,
witnesses, and other reporting persons.

Procedures for Investigation and Resolution of Non- gender based Discrimination, Harassment, Stalking or Retaliation Complaints

Informal Resolution:

Any members of the College community who has
observed or has been involved in an incident of
discrimination, harassment, or retaliation may wish to
attempt informal resolution of the matter first. Resources

Appendix I:

**Academic
Moderation**

Admission

Campus Life

Civic Engagement

News + Events

About

Appendix II:

Senior Project

Preparation

and

Presentation

COVID-19

Handbook

Addendum

for informal resolution include: Office of the Dean of the College, Bard Community Response Team, Dean of

Student Affairs Office, and Human Resources. If the matter cannot be satisfactorily resolved through such informal communications, or if an individual wishes to file a formal complaint, the following process should be employed:

Complaint Process

When a student, or any other member of the College community, believes that they have been discriminated against, harassed, stalked or retaliated against by a member of the community (including faculty, staff, and students), the complainant should notify the Dean of Student Affairs Office, the Office of the Dean of the College, or Human Resources.

All members of the College community have an obligation to make sure that complaints about discrimination, harassment, stalking, or retaliation are directed to the appropriate administrative office for investigation and evaluation.

Complaints should be filed as soon as possible after the date of the alleged misconduct, and a written complaint is required. Accommodations can be made in circumstances where this is not possible. The accused will be notified of the substance of the complaint.

Complaints about Students

Upon receipt of complaint against a student, an administrative committee composed of members of the Dean of Student Affairs Office or the Office of the Dean of

the College will investigate the circumstances of the complaint and make a report to the Dean of Student Affairs or the Dean of the College. The report will: (a) review the facts of the case; (b) determine whether a disciplinary violation has occurred; and (c) recommend sanctions for any such violation. In appropriate circumstances, the committee may, in consultation with the Vice President for Administration, employ the services of an external investigator, who will conduct a thorough investigation and complete a report. The administrative committee will organize logistical components of the investigation and act as a resource to answer questions regarding the investigation or process. During the investigation, designated staff members may act as a support for involved student parties. At the conclusion of the investigation, the report is shared directly with the Dean of Students or the Dean of the College to make a final determination with respect to responsibility and any sanctions. Designated members of the Dean of Students Affairs Office or Office of the Dean of the College will meet individually with the involved student parties to discuss the results of the investigation and implement any sanctions. Appeals may be directed to the Vice President for Student Affairs.

Complaints about Faculty or Staff

Complaints of discrimination, harassment, stalking, or retaliation by a faculty or staff member shall be investigated according to the Bard College Employee Handbook found on the Human Resources website <https://www.bard.edu/humanresources/forms/>.

External Remedies

Members of the Bard College community are always subject to local, state, and federal laws, and nothing in

these procedures is intended to limit or postpone the right of an individual to file a complaint or charge with appropriate federal, state, or local departments or agencies. An individual is not required to use this complaint resolution procedure before pursuing other remedies.

Confidentiality

The College has an independent obligation to investigate potential misconduct, even if a complainant does not want to initiate an official process. Therefore, absolute confidentiality cannot be promised with respect to a complaint of discrimination, harassment, stalking or retaliation. The College wishes, however, to create an environment in which legitimate complaints are encouraged, while also protecting the privacy of all involved in an investigation. Complaints about violations of these policies will therefore be handled in strict confidence, with facts made available only to those who need to know in order for the College to promptly and thoroughly investigate and resolve the matter.

Academic Freedom

Bard College is committed to the principles of free inquiry and free expression. The College's Policy Against Discrimination and Harassment is not intended to stifle this freedom, nor will it be permitted to do so. Prohibited discrimination, harassment, or retaliation, however, are neither legally protected expression nor the proper exercise of academic freedom, and such conduct is incompatible with the values of this College. To ensure that academic freedom considerations are properly considered in any investigation and resolution of a complaint, the Office of the Dean of the College will be

consulted and appoint a designee to be added to any Investigative body for any complaint that appears to raise questions about academic freedom or appropriate pedagogy.

Bard

30 Campus Road, PO
Box 5000
Annandale-on-Hudson,
New York [12504-5000](#)
Phone: [845-758-6822](#)
Admission Email:
admission@bard.edu

Information Quick Links

- [For Prospective Students](#)
- [Current Employees](#)
- [Alumni/ae Families](#)

- [Employment](#)
- [Travel to Bard](#)
- [Search](#)
- [Support Bard](#)
- [Bard IT Policies + Security](#)

Bard has a long history of creating inclusive environments for all races, creeds, ethnicities, and genders. We will continue to monitor and adhere to all Federal and New York State laws and guidance.

©2025 Bard College

