



Policies and Procedures

Reporting of Campus Bias, Insensitivity, and Discrimination Incidents

Discrimination, Harassment and Retaliation

Diversity, Equity and Inclusion

Procedure

Discriminatory and harassing incidents work contrary to the inclusiveness that forms the foundation of our educational community, and so we take any reports of them seriously. The goal of these policies and procedures is to help support a culture of open exchange in the spirit of mutual respect. These policies and procedures operate within the context of the College's values of community responsibility and the commitment to free inquiry.

[REPORT AN INCIDENT](#)

Definitions

DISCRIMINATION

Discrimination is different treatment with respect to a person's employment or participation in an education program or activity based, in whole or in part, upon the person's actual or perceived protected characteristic. Discrimination also includes allegations of a failure to provide reasonable accommodations as required by law or policy, such as for disability, religion, or creed.

DISCRIMINATORY HARASSMENT

Discriminatory Harassment is unwelcome conduct on the basis of actual or perceived protected characteristic(s), that based on the totality of the circumstances, is subjectively and objectively offensive, and is so severe or pervasive, that it limits or denies a person's ability to participate in or benefit from the College's education program or activity.

HATE CRIME

Under Massachusetts law, hate crimes are crimes that are motivated by or against a person or group on the basis of: race, color, religion, sexual orientation, disability, ethnic/national origin. Hate crimes encompasses not only violence against people or groups, but also crimes against property, like arson or vandalism, particularly those directed against community centers or houses of worship.

Hate crimes can occur in any of the following ways:

- Intimidating or threatening behavior putting a person in fear of imminent physical harm (assault, threats to commit certain crimes); or
- A physical attack (assault and battery, as well as other violent crimes such as murder, manslaughter, and rape); or
- Damage to property (arson, vandalism)

TARGETED INDIVIDUAL

The person or group against whom a bias incident or hate crime is directed this may or may not be the same as the reporting party. We recommend using one of these terms rather than 'victim'.

Bystander Support when witnessing a Discriminatory or Harassing incident

Harassment and discrimination should NOT be dismissed.

Speak out when jokes or comments are made that are hateful or demean others because of perceived age, color, creed, disability, ethnicity, gender, gender identity/presentation, marital status, national origin, race, religion, sexual orientation, social class, veteran status, or any combination of these or related factors.

Ask yourself if you use derogatory, degrading, or offensive terms in describing others and if you avoid people who are different from you.

Educate yourself.

External Reporting Options

- Office for Civil Rights (OCR)
U.S. Department of Education
400 Maryland Avenue, SW
Washington, D.C. 20202-1100
Customer Service Hotline #: (800) 421-3481
Facsimile: (202) 453-6012
TDD#: (877) 521-2172
Email: OCR@ed.gov
Web: <http://www.ed.gov/ocr>
- Office for Civil Rights (OCR)
Boston Office
8th Floor, 5 Post Office Square
Boston, MA, 02109-3921
Email: OCR.Boston@ed.gov
- The Massachusetts Commission Against Discrimination (MCAD)
Springfield Office
436 Dwight Street
Springfield, MA 01103 (413) 739-2145
- The Massachusetts Commission Against Discrimination (MCAD)
Boston Office
One Ashburton Place, Room 601

Boston, MA 02108

(617) 994-6000

- Hampshire County District Attorney's Office
One Gleason Place
Northampton, MA 01060
(413) 586-9225

For Complaints involving employee-on-employee conduct: Equal
Employment Opportunity Commission (EEOC)

Related Policies

[Gender-Based and Sexual Misconduct Policy](#)

[Discrimination and Harassment Policies and Procedures](#)

[Policy on Nondiscrimination and Anti-Harassment](#)

[Resolution Processes for the Nondiscrimination and Anti-Harassment Policy](#)

[Clery Act and Annual Security Report](#)

Contact

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Assistant Vice President for Compliance

[VISIT
MOUNT
HOLYOKE](#)

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[413-538-2000](tel:413-538-2000)

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NON-DISCRIMINATION STATEMENT

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[Student Experience](#)

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Mount Holyoke College is a women's college that is gender diverse. The College is committed to providing equal access and opportunity in employment and education to all employees and students. In compliance with state and federal law, Mount Holyoke College does not discriminate on the basis of race, ethnicity, color, genetic information, sex, national or ethnic origin, religion, age, physical or mental disability, marital status, sexual orientation, pregnancy, gender identity or expression, ancestry, veteran or military status, or any other legally protected status under federal, state or local law.



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