

 <p><b>Category:</b> Equity &amp; Inclusion</p> <p><b>Policy applicable for:</b> Faculty / Staff / Students</p>	<p><i>Policy Title:</i></p> <p><b>CAMPUS Act Policy</b></p> <p><b>Effective Date:</b> October 24, 2024</p> <p><b>Enabling Acts:</b> R.C. 3320.05</p>	<p><i>Policy Number:</i></p> <p><b>10.1.3</b></p> <p><b>Policy Owner:</b> Equity, Inclusion &amp; Community Impact Office of the Provost Human Resources Student Affairs Office of General Counsel</p> <p><b>Responsible Office(s):</b> Office of Equal Opportunity Office of Student Conduct Human Resources Office of the Provost</p>
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**SCOPE**

This CAMPUS Act Policy (“Policy”) applies to University of Cincinnati (“University”) students, faculty, and staff.

**PURPOSE**

Ohio Revised Code 3320.05 requires each public university in Ohio to adopt a policy regarding racial, religious, and ethnic harassment and intimidation. In addition to the requirements set forth in R.C. 3320.05, the University has and will continue to abide by all federal, state, and local laws and regulations that prohibit harassment and intimidation.

**DEFINITIONS**

“Harassment” means unwelcome conduct that is so severe, pervasive, and objectively offensive that it effectively denies an individual equal access to the individual's education program or activity.

“Intimidation” means the violation of ethnic intimidation described in R.C. 2927.12.

**POLICY**

Students who believe they are or have been subject to racial, religious, or ethnic harassment or intimidation may submit a report and/or complaint. Reports and complaints alleging a violation of this Policy may be submitted to the appropriate office as set forth below.

## **A. Reporting and Filing Complaints**

### Reports and Complaints against a Student

Complaints involving an alleged violation of this Policy by a student may be reported to the Office of Student Conduct and Community Standards. The complaint will be processed pursuant to the Student Code of Conduct which sets forth potential disciplinary action for policy violation findings.

Office of Student Conduct and Community Standards  
(513) 556-6814

[Online General Incident Reporting Form](#)

### Complaints against an Employee

Complaints involving an employee's alleged violation of this Policy should be reported to the employee's immediate supervisor or appropriate administrator (generally the immediate supervisor's supervisor) and the Office of Equal Opportunity.

Office of Equal Opportunity  
(513)556-5503

[Online Reporting Form](#)

Complaints against represented faculty or staff members will be processed in accordance with the disciplinary procedures set forth in the applicable collective bargaining agreement.

Complaints against unrepresented faculty and staff members will be processed in accordance with University policies including, but not limited to, Human Resources Policy 11.02 (Discriminatory harassment), 15.02 (Conduct), 15.03 (Corrective Action), and 15.05 (Termination of Unrepresented Unclassified Employee).

A faculty or staff member may be disciplined for violating this Policy. Potential disciplinary action is set forth in Human Resources Policy 15.03, applicable collective bargaining agreement, or applicable employment contract.

### Anonymous Reports

Students may submit reports anonymously via the EthicsPoint Anonymous reporting hotline or online submission form. The University will review and take appropriate action on anonymous reports. Note that anonymous reporting may limit the University's ability to conduct and complete an investigation. Additionally, during the course of an investigation, it may be possible to determine who made the report, even if you excluded your name or other identifying information.

EthicsPoint Anonymous Reporting Hotline:  
(800) 889-1547 or (800) 889-1547

[Electronic Submission Form](#)

## **B. Training**

The University will offer training to all University administration, faculty, and staff on how to respond, at the time, to hate incidents or incidents of harassment that occur during a class or event held at the University.

### **C. Compliance**

Nothing in this Policy or its enforcement shall be construed to diminish or infringe on any right or activity protected by the United States and Ohio Constitutions and laws, including freedoms related to speech, expression, or assembly. Notwithstanding the foregoing, nothing in this Policy or its enforcement shall be interpreted as prohibiting the University from restricting expressive activities that the First Amendment of the U.S. Constitution or Article I, Sections 3 and 11 of the Ohio Constitution do not protect. Further, nothing in this Policy or its enforcement shall be interpreted as restricting or impairing the University's obligations under federal law including, but not limited to, Title IV of the Higher Education Act of 1965, Title VI of the Civil Rights Act of 1962, Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Title II of the Americans With Disabilities Act, Age Discrimination in Employment Act, and the Age Discrimination Act of 1975 as addressed through its non-discrimination and Title IX policies.