



Sexual Misconduct, Discrimination, & Harassment Policies

SAINT JOSEPH ABBEY AND SEMINARY COLLEGE

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SAINT BENEDICT, LOUISIANA

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Saint Joseph Seminary College Policies on Sexual Misconduct

Saint Joseph Seminary College is committed to provide a learning, working, and living environment that promotes integrity, civility, and mutual respect in an environment free from sexual misconduct. Saint Joseph Seminary College has adapted definitions, policies, and procedures on sexual misconduct from the Louisiana Board of Regents Uniform Policy on Sexual Misconduct.

Saint Joseph Seminary College has implemented policies and procedures to prevent acts of sexual misconduct, whether committed by a seminarian or a person of authority, lay person or clergy, and shall take prompt and appropriate action to investigate and effectively discipline those accused of such conduct in a manner consistent with the law and due process. Saint Joseph Seminary College will provide support and assistance to complainants of sexual misconduct and shall report instances of sexual misconduct in accordance with law.

Scope of the Policies

The Saint Joseph Seminary College Policies on Sexual Misconduct apply to all students, employees, volunteers, and vendors of Saint Joseph Seminary College, whether on or off campus attending Saint Joseph Seminary College programs or activities. In addition, this policy applies to all seminary volunteers, contracted vendors, and third parties.

Definitions

The definitions below are adapted from the Louisiana Board of Regents' Uniform Policy on Sexual Misconduct, pages two and three. Saint Joseph Seminary College will use the federal and state definitions of the following terms when making all decisions regarding sexual misconduct including publication of definitions, disciplinary decisions, Clery Act reporting decisions, campus climate decisions, and training and prevention decisions.

The federal **Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act)** requires colleges and universities, both public and private, participating in federal student aid programs to disclose campus safety information, and imposes certain basic requirements for handling incidents of sexual violence and emergency situations. The Clery Act is named in memory of Jeanne Clery who was raped and murdered in her residence hall room by a fellow student she did not know on April 5, 1986. Her parents championed laws requiring the disclosure of campus crime information, and the federal law that now bears their daughter's name was first enacted in 1990.

Sexual Misconduct: A sexual act or contact of a sexual nature that occurs, regardless of personal relationship, without the consent of the other person(s), or that occurs when the

person(s) is unable to give consent or whose consent is coerced or obtained in a fraudulent manner. Sexual misconduct includes, but is not limited to, sexual assault, sexual abuse, violence of a sexual nature, sexual harassment, non-consensual sexual intercourse, sexual exploitation, video voyeurism, contact of a sexual nature with an object, or the obtaining, posting or disclosure of intimate descriptions, photos, or videos without the express consent of the persons depicted therein, as well as dating violence, domestic violence and stalking.

- **Sexual Assault as defined by the Clery Act:** an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's UCR program
- **Sexual Assault as defined by Louisiana State Law:**
 - **Non-Consensual Sexual Intercourse:** Having or attempting to have sexual intercourse, cunnilingus, or fellatio without Consent. Sexual intercourse is defined as anal or vaginal penetration by a penis, tongue, finger, or inanimate object.
 - **Non-Consensual Sexual Contact:** Any intentional sexual touching, or attempted sexual touching, without Consent.
- **Sexual Exploitation:** An act attempted or committed by a person for sexual gratification, financial gain, or other advancement through the abuse or exploitation of another person's sexuality. Examples of sexual exploitation include, but are not limited to, non-consensual observation of individuals who are undressed or engaging in sexual acts, non-consensual audio or videotaping of sexual activity, prostituting another person, allowing others to observe a personal consensual sexual act without the knowledge or consent of all involved parties, and knowingly exposing an individual to a sexually transmitted infection without that individual's knowledge.
- **Stalking as defined by Clery Act:** Intentional and repeated following OR harassing that would cause a reasonable person to feel alarmed OR that would cause a reasonable person to suffer emotional distress OR 2. Intentional and repeated uninvited presence at another person's: home, work place, school, or any other place which would cause a reasonable person to be alarmed OR would cause a reasonable person to suffer emotional distress as a result of verbal or behaviorally implied threats of death, bodily injury, sexual assault, kidnapping or any other statutory criminal act to the victim OR any member of the victim's family OR any person with whom the victim is acquainted 34 CFR 668.46(a)(ii)
- **Stalking as defined by Louisiana state law:** Stalking is the intentional and repeated following or harassing of another person that would cause a reasonable person to feel alarmed or to suffer emotional distress. Stalking shall include but not be limited to the intentional and repeated uninvited presence of the perpetrator at another person's home, workplace, school, or any place which would cause a reasonable person to be

alarmed, or to suffer emotional distress as a result of verbal or behaviorally implied threats of death, bodily injury, sexual assault, kidnaping, or any other statutory criminal act to himself or any member of his family or any person with whom he is acquainted. La. RS § 14:40.2(A) "Harassing" means the repeated pattern of verbal communications or nonverbal behavior without invitation which includes but is not limited to making telephone calls, transmitting electronic mail, sending messages via a third party, or sending letters or pictures. "Pattern of conduct" means a series of acts over a period of time, however short, evidencing an intent to inflict a continuity of emotional distress upon the person. Constitutionally protected activity is not included within the meaning of pattern of conduct. La. RS § 14:40.2(C)

- **Domestic Violence definition in Clery Act:** Violence, including but not limited to sexual or physical abuse or the threat of such abuse, committed by a current or former spouse or intimate partner or any other person from whom the Alleged Victim is protected under federal or Louisiana law. Felony or misdemeanor crime of violence committed:
 - By a current or former spouse or intimate partner of the victim;
 - By a person with whom the victim shares a child in common;
 - By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
 - By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred;
 - or
 - By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred
- **Family violence definition in Louisiana law:** means any assault, battery, or other physical abuse which occurs between family or household members, who reside together or who formerly resided together. La. RS § 46:2121.1(2)
- **Domestic abuse definition in Louisiana law:** Includes but is not limited to physical or sexual abuse and any offense against the person as defined in the Criminal Code of Louisiana, except negligent injury and defamation, committed by one family or household member against another. La. RS 46:2132(3)
- **Dating Violence definition in Clery Act:** Violence, including but not limited to sexual or physical abuse or the threat of such abuse, committed by a person who is or has been in a social relationship of a romantic or intimate nature with the Alleged Victim. The existence of such a relationship will be determined based on a consideration of the length and type of relationship and the frequency of interaction.
- **Dating Violence definition in Louisiana law:** "Dating violence" includes but is not limited to physical or sexual abuse and any offense against the person as defined in the Criminal Code of

- Louisiana, except negligent injury and defamation, committed by one dating partner against the other. La. RS § 46.2151(C) For purposes of this Section, "dating partner" means any person who is or has been in a social relationship of a romantic or intimate nature with the victim and where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - The length of the relationship.
 - The type of relationship.
 - The frequency of interaction between the persons involved in the relationship.
- Although the following definitions are not defined by state and/or federal law, the following definitions shall also be used in institutional policy and in the implementation thereof by all
- Louisiana public postsecondary education institutions.

Sexual Harassment: Unwelcome conduct of a sexual nature when i) submission to such conduct is made either explicitly or implicitly a term or condition of a person's employment or education; ii) submission to or rejection of such conduct by a person is used as the basis for a decision affecting that person's employment or education; or iii) such conduct has the purpose or effect of unreasonably interfering with a person's employment or education, or creating an intimidating, hostile, or offensive employment or educational environment, and has no legitimate relationship to the subject matter of a course or academic research. Sexual Harassment also includes nonsexual harassment or discrimination of a person because of the person's sex and/or gender, including harassment based on the person's nonconformity with gender stereotypes. For purposes of this Policy, the various forms of prohibited Sexual Harassment are referred to as "Sexual Misconduct."

Retaliation: Acts or attempted acts for the purpose of interfering with any report, investigation, or proceeding under this Policy, or as retribution or revenge against anyone who has reported Sexual Misconduct or Relationship Violence or who has participated (or is expected to participate) in any manner in an investigation, or proceeding under this Policy. Prohibited retaliatory acts include, but are not limited to, intimidation, threats, coercion, or discrimination. Title IX prohibits Retaliation. For purposes of this Policy, an attempt requires a substantial step towards committing a violation.

Consent: Consent to engage in sexual activity must exist from beginning to end of each instance of sexual activity. Consent is demonstrated through mutually understandable words and/or actions that clearly indicate a willingness to engage in a specific sexual activity. Silence alone, without actions evidencing permission, does not demonstrate Consent. Consent must be knowing and voluntary. To give Consent, a person must be of legal age. Assent does not constitute Consent if obtained through Coercion or from an individual whom the Alleged Offender knows or reasonably should know is incapacitated. The responsibility of obtaining Consent rests with the person initiating sexual activity. Use of alcohol or drugs does not diminish one's responsibility to obtain Consent. Consent to engage in sexual activity may be withdrawn by any person at any time. Once withdrawal of Consent has been expressed, the

sexual activity must cease. Consent is automatically withdrawn by a person who is no longer capable of giving Consent. A current or previous consensual dating or sexual relationship between the Parties does not itself imply Consent or preclude a finding of responsibility.

Incapacitation: An individual is considered to be incapacitated if, by reason of mental or physical condition, the individual is manifestly unable to make a knowing and deliberate choice to engage in sexual activity. Being drunk or intoxicated can lead to Incapacitation; however, someone who is drunk or intoxicated is not necessarily incapacitated, as Incapacitation is a state beyond drunkenness or intoxication. Individuals who are asleep, unresponsive or unconscious are incapacitated. Other indicators that an individual may be Incapacitated include, but are not limited to, inability to communicate coherently, inability to dress/undress without assistance, inability to walk without assistance, slurred speech, loss of coordination, vomiting, or inability to perform other physical or cognitive tasks without assistance.

Coercion: is the use of express or implied threats, intimidation, or physical force which places an individual in fear of immediate harm or physical injury or causes a person to engage in unwelcome sexual activity. Coercion also includes administering a drug, intoxicant, or similar substance with the intent to impair that person's ability to Consent prior to engaging in sexual activity.

Responsible Employee: Saint Joseph Seminary College designates and publishes the names and contact information for easily accessible institution employees as Responsible Employees who have the authority to take action to redress sexual misconduct and have been given the duty of reporting incidents of sexual misconduct or any other misconduct by students to the Victim Assistance Coordinator/Director of Human Resources or other appropriate school designee. Employees who are authorized or required by law to keep information confidential by virtue of the employee's professional role such as Counselor or Spiritual Director shall not be designated as mandated reporters of sexual harassment or as Responsible Employees.

Options for Reporting

Saint Joseph Seminary College students have several options in which to report a sexual assault. If you have been sexually assaulted:

- If you are in a dangerous situation and fear for your safety: Call the St. Tammany Parish Sheriff's Department at 911.
- Seek medical care. You may need to receive medical treatment for injuries and you may even have injuries of which you are not aware of.
- We HIGHLY encourage you to seek care at the Sexual Assault Nurse Examiner (SANE) Program at St. Tammany Parish Hospital where evidence (a Rape Kit) can be collected. You will not be required to file a police report, but by seeking this care, you will have more options available in the future if you decide to file a police report.
- Know that you are not alone. There are people who can help you process what you are experiencing and explain the options available to you.
- It is your choice to determine when and in what manner you recover from your trauma. It is up to you to make the decisions that will be best for you.

- Remember, the assault was not your fault.

Procedures for Reporting

Saint Joseph Seminary College encourages victims of sexual violence or any form of sexual misconduct to talk to somebody about what happened – so victims can get the support they need, and so the seminary college can respond appropriately.

To report harassment or discrimination from another seminarian/student, please contact the Dean of Students at 985-867-2287, or via email at jwallis@sjasc.edu.

To report harassment or discrimination from a priest, religious, or an employee, please contact the Victim Assistance Coordinator/Director of Human Resources at 985-867-2286, or via email at humanresources@sjasc.edu.

- Some are required to maintain near complete confidentiality; talking to them is sometimes called a “privileged communication.” This means that they are **not required to report any information** about an incident, without a victim’s permission.

The employees in this category would be Spiritual Directors and the Counselor, Jared Zeringue.

- Other employees may talk to a victim in confidence, and **generally only report to the seminary college that an incident occurred without revealing any personally identifying information**. Disclosures to these employees will not trigger a seminary college investigation into an incident against the victim’s wishes. While maintaining a victim’s confidentiality, these individuals or their office should report the nature, date, time, and general location of an incident to the Victim Assistance Coordinator/Director of Human Resources, or the Dean of Students. This limited report – which includes no information that would directly or indirectly identify the victim – helps keep the Campus Safety Officer informed of the general extent and nature of sexual violence on and off campus so the coordinator can track patterns, evaluate the scope of the problem, and formulate appropriate campus-wide responses. Before reporting any information to the Victim Assistance Coordinator/Director of Human Resources, or the Dean of Students these individuals will consult with the victim to ensure that no personally identifying details are shared with the Victim Assistance Coordinator/Director of Human Resources, or Dean of Students.

The employees in this category would be the Academic Dean, Dr. Daniel Burns and the Dean of Students, Fr. Jonathan Wallis, and the Assistant Dean of Students, Fr. Sam Fontana.

- Thirdly, some employees are **required to report all the details of an incident** (including the identities of both the victim and alleged perpetrator) to the Victim Assistance Coordinator/Director of Human Resources. A report to these employees (called

“responsible employees”) constitutes a report to the Seminary college– and generally obligates the Seminary college to investigate the incident and take appropriate steps to address the situation and to resolve the matter promptly and equitably. A responsible employee must report to the Victim Assistance Coordinator/Director of Human Resources all relevant details about the alleged sexual misconduct shared by the victim and that the Seminary college will need to determine what happened – including the names of the victim and alleged perpetrator(s), any witnesses, and any other relevant facts, including the date, time and specific location of the alleged incident. A responsible employee should not share information with law enforcement without the victim’s consent or unless the victim has also reported the incident to law enforcement. Responsible employees will not pressure a victim to request confidentiality, but will honor and support the victim’s wishes, including for the Seminary college to fully investigate an incident. By the same token, responsible employees will not pressure a victim to make a full report if the victim is not ready to.

These Responsible Employees include the President-Rector, Fr. Gregory Boquet, the Vice-Rector, Fr. Matthew Clark, and Dean of Students, Father Jonathan Wallis, and all Saint Joseph Seminary College faculty members and staff.

This policy is intended to make students aware of the various reporting and confidential disclosure options available to them – so they can make informed choices about where to turn should they become a victim of sexual misconduct. The seminary college encourages victims to talk to someone identified in one or more of these groups.

NOTE: While these professional and non-professional counselors and advocates may maintain a victim’s confidentiality vis-à-vis the seminary college, they may have reporting or other obligations under state law.

ALSO NOTE: If the seminary college determines that the alleged perpetrator(s) pose a serious and immediate threat to the Saint Joseph seminary college community the President-Rector and/or Victim Assistance Coordinator/Director of Human Resources may be called upon to issue a timely warning to the community. Any such warning should not include any information that identifies the victim. **If the seminary college determines that it cannot maintain a victim’s confidentiality,** Saint Joseph Seminary College will inform the victim prior to starting an investigation and will, to the extent possible, only share information with people responsible for handling the seminary college’s response. Saint Joseph Seminary College will remain ever mindful of the victim’s well-being, and will take ongoing steps to protect the victim from retaliation or harm and work with the victim to create a safety plan. Retaliation against the victim, whether by students or Saint Joseph Seminary College employees, will not be tolerated.

Saint Joseph Seminary College will also:

- assist the victim in accessing other available victim advocacy, academic support, counseling, disability, health or mental health services, and legal assistance both on and off campus (see portion of policy identifying these);
- provide other security and support, which could include issuing a no-contact order, helping arrange a change of living or working arrangements or course schedules (including for the alleged perpetrator pending the outcome of an investigation) or adjustments for assignments or tests; and,
- inform the victim of the right to report a crime to campus or local law enforcement – and provide the victim with assistance if the victim wishes to do so.

Saint Joseph Seminary College may not require a victim to participate in any investigation or disciplinary proceeding. Because Saint Joseph Seminary College is under a continuing obligation to address the issue of sexual misconduct campus-wide, reports of sexual misconduct (including non-identifying reports) will also prompt the seminary college to consider broader remedial action – such as increased monitoring, supervision or security at locations where the reported sexual misconduct occurred; increasing education and prevention efforts, including to targeted population groups; conducting climate assessments/victimization surveys; and/or revisiting its policies and practices. **If Saint Joseph Seminary College determines that it can respect a victim’s request for confidentiality**, the seminary college will also take immediate action as necessary to protect and assist the victim.

Anonymous Reporting

Although Saint Joseph Seminary College encourages victims to talk to someone, the seminary college provides a means for anonymous reporting. If a student or employee would like to anonymously report evidence of sexual misconduct, the student or employee can email the President-Rector with the information. Please know that personally identifying information from the email may serve as notice to the seminary college for the purpose of triggering an investigation. This policy prohibits retaliation against those who file a complaint or third-party report, or otherwise participate in the investigative and/or disciplinary process (e.g., as a witness). If retaliation occurs, the seminary college will subject the actor to disciplinary actions up to and including dismissal from Saint Joseph Seminary College.

Victim Assistance Coordinator/Director of Human Resources

The Victim Assistance Coordinator is the Director of Human Resources, Carla Graves. Her role in this capacity is to oversee all Safety and Security documents and to receive all reports concerning sexual misconduct. These reports are relayed to Carla Graves by the complainant or the Saint Joseph Seminary College employees listed in the Procedures for Reporting section of this policy. If the grievance concerns the Victim Assistance Coordinator/Director of Human Resources, an appropriate Grievance Officer shall be appointed by the President Rector.

Investigation Procedures and Protocols

Saint Joseph Seminary College commits itself to guaranteeing students the right to quality intellectual and spiritual formation and aims to be responsive to seminarian and student concerns. In order to best serve the seminarians and students and to protect personal dignity, Saint Joseph Seminary College follows procedures for resolving complaints or reports of sexual misconduct.

If the Victim Assistance Coordinator/Director of Human Resources or Grievance Officer deems the allegations to have merit, a Grievance Board will be assembled to hear said grievance. This Board will be composed of the Grievance Officer and two members of the seminary college community to be named by the President-Rector; one of these is appointed from a list of three drawn up by the complainant; the other is appointed from a list of three drawn up by the defendant.

Within two weeks, this Board shall hold a hearing and deliver written recommendations to the President-Rector, who will render the final decision and disseminate copies of the Board's report to the parties involved.

The dignity and privacy of all parties shall be respected throughout this process. A log of all formal complaints will be kept in the office of the Victim Assistance Coordinator/Director of Human Resources.

Academic Accommodations and Interim Measures

While an investigation is pending, Saint Joseph Seminary College may be able to ensure the safety and well-being of the complainant by taking measures such as moving residence, altering academic schedules, allowing the seminarian or student to withdraw from/retake a class without penalty, and providing access to additional academic support (e.g., tutoring).

Off-campus Counselors and Advocates

Off-campus counselors, advocates, and health care providers will also generally maintain confidentiality and not share information with the seminary college unless the victim requests the disclosure and signs a consent or waiver form.

Following is contact information for these off-campus community resources:

The Process of Investigation and Adjudication of the Criminal Justice System

For useful information concerning what to expect should you choose to pursue the criminal court process, RAINN (Rape, Abuse & Incest National Network) provides useful information. Log on to www.rainn.org/get-info/legal-information/working-with-the-criminal-justice-system.

For information regarding programs offered by the District Attorney's Office for the 21st Judicial District Court dealing with Victim's Assistance, Rape Crisis and Domestic Violence log on to www.21jdda.org.

The National Sexual Assault Telephone Hotline

If you need immediate help, call 800.656.HOPE (4673) to be connected with a trained staff member from a sexual assault service provider in your area.

RAINN Online Chat Information

Visit online.rainn.org to chat one-on-one with a trained support specialist with RAINN (Rape, Abuse, & Incest National Network) anytime 24/7.

Medical Information

The hospital nearest to the University where a victim may have a rape kit administered by an individual trained in sexual assault forensic medical examination and evidence collection is St. Tammany Parish Hospital located at 1202 South Tyler Street Covington, LA 70433.

Some Facts about Sexual Abuse

There are many reasons why a physical exam is important after experiencing sexual abuse. Some reasons include the following:

- to determine the presence of sexually transmitted diseases, pregnancy, or DNA evidence,
- to obtain the history of occurred incident,
- to identify and document evidence of injury or infection,
- to diagnose and treat any injuries resulting from the attack,
- to assess safety and make a report to the police if needed,
- to document findings in such a way that information can be effectively and accurately presented, if requested by a law enforcement agency, and
- to help to ensure well-being.

Victims over 18 years old should remember that even if they do have a full exam and a rape kit is completed, they are not obligated to make a police report.

Once a decision is made to get an exam done, the following information could help:

- There are several hospitals in this area that are specially equipped to help victims of sexual assault.
- St. Tammany Parish Hospital at 1202 South Tyler Street Covington, LA 70433 has a forensic program to assist adult victims.
- Once the victim arrives at any hospital, the victim should ask for a SANE nurse or the person who handles sexual assault cases.
- The nurse will explain options available to victims, and will give information about the available Safe centers.
- Victims over 18 years old should remember that even if they do have a full exam and a rape kit is completed, they are not obligated to make a police report.
- If the victim decides to file a report, the SANE nurse will contact the police.

If the victim decides to call the police after the assault, the following information could help:

- Remember, the first officers arriving on the scene are there to help, to ensure safety, and to gather information.
- Who, what, and where are the most common questions the police might ask. They know talking about the assault might be difficult, but the information can be used to be able to provide the appropriate resources.
- The victim should ensure her/ his own safety before calling the police; this is the police's first concern.
- The 911 operator will fill a complaint and will ask questions about the incident. This will help the officers assist the victim better.
- Avoid bathing, urinating, wiping, eating or drinking because such actions could cause evidence to be destroyed. Do not discard the clothing worn during the attack. If a change of clothes is necessary, the clothes worn during the attack should be put in a paper bag and given to the police officers.
- In most sex crimes a detective will be called to the scene. If the victim has not gone to the hospital for a medical exam yet, the detective will transport you. The detective will also interview any witnesses, examine the scene, and attempt to apprehend the perpetrator.
- If questioned about the investigation, direct questions to the director or supervisor of the case. Any questions after the arrest can be directed to the District Attorney handling the case.

Prevention and Awareness

Saint Joseph Seminary College requires annual participation of their seminarians and students in a Safety and Security presentation during orientation at the beginning of each Fall semester. This presentation is conducted by the Campus Safety Officer and the Academic Dean. The purpose of this presentation is to increase community knowledge and share information and resources to promote safety and reduce sexual misconduct. It also includes recognizing situations of potential harm, understanding institutional structures and conditions that facilitate misconduct, and overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene.

Additionally, relevant topics are brought up in Formation Conferences conducted by the Saint Joseph Seminary College administration and faculty each semester. Saint Joseph Seminary College maintains a record of all presentations and Formation Conferences.

Harassment Policy

The seminary college reaffirms and emphasizes its commitment to provide an environment free from discrimination and harassment from priests, religious, employees, seminarians/students, and to provide a means to address complaints of discrimination and/or harassment. The seminary college also reiterates its commitment and responsibility to protect its seminarians/students from discrimination, harassment, and retaliation for participating in the complaint process. This Policy Statement is not intended to infringe upon constitutionally

guaranteed rights nor upon academic freedom. In considering allegations of discrimination and/or harassment, the seminary college must be concerned with the rights of both the complainant and the accused.

Harassment Defined

Harassment is a form of unlawful discrimination that includes all types of physical or verbal conduct which shows hostility toward a person due to:

- Sex (including same sex)
- Race
- Color
- Religion
- Origin
- Age
- Disability

Harassment – Types

- In Person
- In writing
- By telephone, fax, e-mail or other means of communication

Examples

- Unwelcome invasion of personal space
- Quid Pro Quo – “ I will give you an “A” on your exam if you have sex with me”
- Defacement or damage to property
- Offensive gestures
- Jokes
- Threats
- Insults
- Stereotyping or gender bias
- Pictures or other graphic material

Legally Actionable

- The conduct occurred because of membership in a protected category, i.e., gender, race, color, religion, age, or disability.
- The conduct was unwelcome
- The conduct resulted in a tangible employment action or created a hostile, intimidating, or offensive environment.

Other Important Concerns

- It's not just sexual
- Rank does not matter
- Consider harassment by non-employees, non-students
- Witnesses or onlookers, if offended – “Did my actions offend anyone around me”?
- Harassment away from school
- Fax/e-mail/internet

Requirements for Harassment to Severe or Pervasive Requirements

- The frequency of the conduct
- The degree of offensiveness of the conduct
- Whether the conduct was physically threatening or humiliating
- Whether the conduct interfered with victim's emotional well-being
- Whether the alleged harasser was another student, staff member, faculty or administration.
- How many people were affected by the harassment?

Knowledge of Harassment

- Actual report – written or verbal
- Witness of behavior
- Third party reported

To report harassment or discrimination from a priest, religious, or an employee, please contact the Victim Assistance Coordinator/Director of Human Resources at 985-867-2286, or via email at humanresources@sjasc.edu.

To report harassment or discrimination from another seminarian/student, please contact the Dean of Students at 985-867-2287, or via email at jwallis@sjasc.edu.