

Racial and Ethnic Harassment Policy Summary

Bethel University and Bethel University Foundation

Racial and Ethnic Harassment Policy Summary

Bethel University and the Bethel University Foundation (hereinafter referred to as Bethel) are committed to principles that enable the educational and professional enhancement of men and women of all ethnic and racial groups. Bethel seeks to emphasize the importance of being an authentically diverse community in pursuit of growth, awareness, and appreciation of both our own diversity as well as that which exists in the broader world. Bethel will not tolerate racial or ethnic harassment by or against its students, faculty, or staff. All community members must comply with this policy, whether on campus or off campus, when engaged in activities sponsored by Bethel, or otherwise related to Bethel or its business. Such activities include, but are not limited to classes, seminars, meetings, and study abroad programs. In addition, visitors, volunteers, vendors, consultants, third parties, or any person that provides services to Bethel are required to comply with the provisions of this policy.

If a member of the Bethel community has a concern or has become aware of an instance of possible racial or ethnic harassment involving a student, faculty or staff member, the Compliance Officer must be contacted immediately. Bethel will investigate and take prompt corrective action against any racial or ethnic harassment by or against its community members. Bethel has adopted the following harassment policy and procedures as a basis for community guidance, education, and complaint resolution.

All complaints will be taken seriously and no one who acts in good faith to report racial or ethnic harassment, including third parties (e.g., vendors), will suffer actual or threatened retaliation or reprisal. Complaints of harassment will be treated in confidence to the extent feasible, given the need to conduct a thorough investigation and take corrective action.

If it is determined through an appropriate and prompt investigation that racial or ethnic harassment has occurred, effective corrective action will be taken to eliminate the harassment, attempt to ensure that it does not recur, and appropriately care for those who may have been harmed. Depending on circumstances and the severity of the conduct, corrective action will vary. Resolution steps could include one or more of the following for students: training, advising or coaching from student life or campus ministry professionals, reflection paper, behavioral probation, suspension, dismissal, or expulsion. For employees resolution steps could include one or more of the following: training, advising or coaching from a professional, verbal or written warning, or termination.

The purposes of this policy include:

- Prohibiting all forms of harassment based on race or ethnicity,
- Creating and promoting a positive work environment that is free from any form of harassment,
- Encouraging good faith complaints when harassment based on race or ethnicity has occurred, and
- Providing options for addressing and resolving complaints of racial and ethnic harassment.

For a full copy of the policy, visit our website: <https://confluence.bethel.edu/x/oYmw>

Reporting Racial or Ethnic Harassment

If you have personally experienced any form of racial or ethnic harassment, tell someone as soon as possible. In order to initiate Bethel's response and resolution process under this Policy, you or another person must notify the Compliance Officer. If a member of the Bethel community has a concern or has become aware of an instance of possible racial or ethnic harassment involving a student, faculty or staff member, the Compliance Officer must be contacted immediately. You may also choose to remain anonymous and submit an online anonymous report: <https://www.bethel.edu/human-resources/complaints-concerns/submit-anonymous-report/>. This report is separate from initiating an informal or formal complaint through Bethel University.

Contact Information:

24-Hour Emergency

911

Related Policies and Resources:

- [Nondiscrimination Policy](#)
- [Sexual Misconduct Policy and Procedures](#)
- [Disability Discrimination Policy and Procedures](#)

Policy Contact:

- Cara Wald, Chief Human Resources Officer and Title IX Coordinator/Compliance Officer
 - c-wald@bethel.edu
 - Office: 651.635.8657
 - Cell: 612.709.4783
 - Office location: ANC530
- Shaune Younkens, Title IX and Compliance Specialist
 - s-younkens@bethel.edu
 - Office: 651.638.6992
 - Office location: ANC530

24-Hour Emergency On-Campus

Office of Security and Safety

651.638.6400

Office location: HC103

Cara Wald, Chief Human Resources Officer and Title IX Coordinator/Title IX Coordinator

c-wald@bethel.edu

Office: 651.635.8657

Cell: 612.709.4783

Office location: ANC530

Shaune Younkens, Title IX and Compliance Specialist

s-younkens@bethel.edu

Office: 651.638.6992

Office location: ANC530

If any changes are made to the persons holding these positions, current information will be available on Bethel's website.

Confidential Resources:

Counseling Services

Campus Ministries

651.635.8540

651.638.6372

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