

Student Rights

Introduction

An important part of the mission of the College is the adherence to the principles of student rights and freedoms, as amplified by the “Joint Statement on Rights and Freedoms of Students,” which was originally formulated in 1967 and subsequently modified by representatives of the American Association of University Professors, United States Student Association, Association of American Colleges, National Association of Student Personnel Administrators, National Association for Women Educators, and a number of other professional bodies.

These principles speak to the standards and responsibilities of the academic community to ensure student access to education; free discussion in the classroom; maintenance of student records; the freedom to form organizations that promote the common interests of students, and the freedom of inquiry and expression; student participation in institutional government; as well as expectations of student conduct, and the exercise of rights of citizenship. Complete copies of the statement are available from the Senior Director of Student Success and Development.

Non-Discrimination Policy

Cincinnati State Technical and Community College affirms that no person shall, on the basis of race, color, religion, sex (including pregnancy, childbirth, or related medical conditions), gender, sexual orientation, gender identity or expression, national origin, age, disability (physical or mental), veterans status, marital status, ethnic origin, ancestry, social origin, social condition, political or religious ideas, political affiliation, creed, or military status, service, or military obligation, be denied the benefits of, or be subjected to discrimination under any educational program or activity conducted under its auspices. This shall extend to all employees.

Inquiries concerning the application of this policy may be referred to the Director of Human Resources, who is the designated Equal Employment Opportunity (EEO) Coordinator for the College.

Lawra Baumann
Director of Human Resources
Cincinnati State Technical and Community College
3520 Central Parkway
Cincinnati, Ohio, 45223-2690

(513) 569-1759
lawra.baumann@cincinnatiastate.edu

Dissemination Procedure

This policy shall be disseminated through the following means:

- Cincinnati State website
- College Catalog
- College Operations Manual
- Student Code of Conduct (by reference)
- Adjunct Handbook
- New Employee Orientation
- College-wide postings
- Admissions Book

- First Year Experience (FYE) course, required of all new students

Grievance Procedures (Anti-Discrimination, Title IX and Section 504)

Any student, staff member, or faculty member who believes that any of the College's students, staff, faculty, or visitors have in any way discriminated against her/him may bring forward a complaint.

The complainant may file her/his complaint directly with the U.S. Department of Education (55 Erievue Plaza, Room 300, Cleveland, Ohio, 44114-1816), and/or use the internal grievance procedure set forth as follows:

Step 1

A discrimination complaint should first be made to the College's Title VI/Title IX/Section 504 coordinator within 10 school days from the date of the incident. The Title VI/Title IX/Section 504 coordinator will make all efforts to investigate and resolve the complaint within 30 days from the receipt of the complaint. This investigation, which could include interview of witnesses, will be conducted in an impartial manner.

Title VI/Title IX/Section 504 Coordinator:

Lawra Baumann
Director of Human Resources
Cincinnati State Technical and Community College
3520 Central Parkway
Cincinnati, Ohio, 45223-2690

(513) 569-1759
lawra.baumann@cincinnatiastate.edu

Step 2

If the Step 1 resolution is not satisfactory to any involved party, that resolution may be appealed in writing to the College's Vice President of Administration, who functions as the final mediator at the local level, within five school days from the date of the Step 1 decision. The Vice President's decision is final.

Sexual Harassment

Cincinnati State affirms its commitment to ensuring an environment for all employees and students which is fair, humane, and respectful — an environment which supports and rewards employee and student performance on the basis of relevant considerations such as ability and effort. Behaviors which inappropriately assert sexuality as relevant to employee or student performance are damaging to this environment.

Title VII of the Civil Rights Act of 1969 and Title IX of the Educational Amendments of 1972 as interpreted by Federal Regulation prohibit sexual harassment.

Sexual favors may not be required explicitly or implicitly as a term or condition of an individual's employment or student status. The submission to or rejection of sexual favors may not be used as a basis for employment or educational decisions. Sexual conduct which has the purpose or effect of unnecessarily interfering with an individual's work or student performance or creating an intimidating, hostile, or offensive working or educational environment is prohibited.

Such conduct may include:

- Verbal harassment or abuse

- Subtle pressure for sexual activity
- Sexist remarks about a woman's or man's clothing, body, or sexual activities
- Unnecessary touching, patting, or pinching
- Leering or ogling of a woman's or man's body
- Constant brushing against a woman's or man's body
- Demanding sexual favors accompanied by implied or overt threats concerning one's job, grades, letters of recommendation, etc.
- Physical assault

Where to Get Help

If a student believes he or she is being subjected to sexual harassment, that individual should contact:

Lawra Baumann
Director of Human Resources
Cincinnati State Technical and Community College
3520 Central Parkway
Cincinnati, Ohio, 45223-2690

(513) 569-1759
lawra.baumann@cincinnatiastate.edu