

Nondiscrimination and Anti-Harassment Policy

Ringling College of Art and Design strives to maintain a professional work and academic environment in which all employees and students are treated with respect and dignity. A vital element of this atmosphere is the College's commitment to equal opportunities and the eradication of discriminatory practices, including harassment, with the goal to provide an academic and institutional climate free of discrimination and harassment on the basis of sex, age, gender, color, race, national or ethnic origin, ancestry, religion, marital status, sexual orientation, gender identity or expression, disability, handicap, veteran status, genetic information, or any other basis prohibited by law ("Protected Trait"). The College interprets these Protected Traits broadly to include both the actual status and also any perceptions and assumptions made regarding these statuses.

Definitions of other capitalized terms can be found within this Policy and in its Glossary of Terms.

Prohibited Conduct

Consistent with its commitment to equal opportunities and the eradication of discriminatory practices, including harassment, the following conduct is prohibited under the Nondiscrimination and Anti-Harassment Policy (collectively, "Prohibited Conduct"):

Discrimination: Discrimination is unequal treatment of an individual based on a Protected Trait. Discrimination is a violation of this policy when it adversely affects the terms, conditions, or privileges of an individual's education or employment or denies the benefits of or access to any program or activity provided by the College, except as may be explicitly permitted by law.

Harassment: Harassment is a form of discrimination that is unwelcome verbal or physical conduct based on one or more Protected Traits that is sufficiently severe, pervasive, or persistent as to create an intimidating, hostile, humiliating, or offensive working, academic, residential, or social environment under both a subjective and an objective standard.

In determining whether unwelcome conduct is Harassment, the College will consider the totality of the circumstances surrounding the conduct, including its frequency, nature and severity, the relationship between the parties, and the context in which the conduct occurred. Harassment may involve a single act or ongoing behavior depending on the severity of the conduct.

Conduct that does not meet the definition of Harassment for the purposes of the Nondiscrimination and Anti-Harassment Policy may still violate other College policies or fall short of the College's Employee Respectful Conduct Policy.

Retaliation: Retaliation is an adverse action against an individual because the individual made a good-faith report of a violation of this policy, opposed conduct prohibited by this policy, or participated in an investigation into alleged conduct prohibited by this policy. For the purposes of this definition of Retaliation, an adverse action includes intimidation, threats, coercion, harassment, discrimination, or other conduct that would discourage a reasonable person for making a good-faith report of a violation of this policy.

Sexual Misconduct, and Title IX Sexual Harassment: Sexual Misconduct - including Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, and Stalking - and Title IX Sexual Harassment are forms of prohibited Discrimination and Harassment. The definitions of prohibited Sexual Misconduct and Title IX Sexual Harassment are set forth in the College's Sexual Misconduct and Title IX Policy and that policy governs allegations of Sexual Misconduct and Title IX Sexual Harassment.

Scope and Applicability of the Nondiscrimination and Anti-Harassment Policy

The Nondiscrimination and Anti-Harassment Policy applies broadly to all College community members, including all students, faculty, staff, trustees, visitors, vendors, independent contractors, volunteers, and others who either conduct business with the College or conduct business on College-owned or -controlled property. All College community members are expected to avoid any behavior or conduct that could reasonably be interpreted as a violation of the Nondiscrimination and Anti-Harassment Policy; no community member, not even the highest-ranking individuals at the College, are exempt from the requirements of the Nondiscrimination and Anti-Harassment Policy.

The Nondiscrimination and Anti-Harassment Policy applies to conduct that occurs on the College campus; occurs in connection to any College educational program or activity, including employment and admissions, regardless of where the conduct occurred; or has continuing adverse effects on campus or on any member of the College community.

Inquiries Regarding the Nondiscrimination and Anti-Harassment Policy

Inquiries regarding the Nondiscrimination and Anti-Harassment Policy, how to report a violation of the Nondiscrimination and Anti-Harassment Policy, or compliance with applicable federal, state, or local statutes or regulations may be directed to:

Darren Mathews
Assistant Vice President and Director of Human Resources
2700 N. Tamiami Trail
Sarasota, FL 34234-2859
Phone: 941.309.4058
Email: dmathews@ringling.edu

Lauren Frasser
Title IX Coordinator
2700 N. Tamiami Trail
Sarasota, FL 34234-2859
Phone: 941.309.4035
Email: lfrasser@ringling.edu

In addition, inquiries regarding applicable federal statutes and regulations may be directed to the Director of the Office for Civil Rights, U.S. Department of Education, 400 Maryland Avenue, SW, Washington, D.C. 20202-1100, 1-800-421-3481 (phone), 1-877-521-2172 (TDD), ocr@ed.gov (email).

Reports of Violations of the Nondiscrimination and Anti-Harassment Policy

The College encourages all individuals to immediately report information about any conduct that may violate the Nondiscrimination and Anti-Harassment Policy.

Reports may be made online at

https://cm.maxient.com/reportingform.php?RinglingCollege&layout_id=0 or by contacting:

Darren Mathews

Assistant Vice President and Director of Human Resources

2700 N. Tamiami Trail

Sarasota, FL 34234-2859

Phone: 941.309.4058

Email: dmathews@ringling.edu

Lauren Frasser

Title IX Coordinator

2700 N. Tamiami Trail

Sarasota, FL 34234-2859

Phone: 941.309.4035

Email: lfrasser@ringling.edu

A report may be made at any time, including during non-business hours. Individuals may choose to make an anonymous report, however if an individual wishes to remain anonymous, it may limit the College's ability to respond.

If a manager or supervisor is informed of an allegation that a College employee violated the Nondiscrimination and Anti-Harassment Policy, the manager or supervisor ***must*** promptly notify one of the individuals identified above.

Procedures for Addressing and Responding to Reports and Complaints of Violations of the Nondiscrimination and Anti-Harassment Policy:

There are distinct applicable procedures for addressing and responding to reports and complaints of violations of the Nondiscrimination and Anti-Harassment Policy based on the Respondent's (*i.e.*, the individual who is alleged to have committed Prohibited Conduct) relationship with the College.

For Student Respondents: Allegations of Discrimination, Harassment, or Retaliation in violation of the Nondiscrimination and Anti-Harassment Policy against student respondents will be processed under the Student Code of Conduct.

For Staff and Faculty Respondents: Allegations of Discrimination, Harassment, or Retaliation in violation of the Nondiscrimination and Anti-Harassment Policy against staff or faculty respondents will be processed under the Procedures for Addressing and Responding to Reports and Complaints of Violations of the Nondiscrimination and Anti-Harassment Policy.

Sanctions for Violations of the Nondiscrimination and Anti-Harassment Policy

The College takes allegations of violations of the Nondiscrimination and Anti-Harassment Policy seriously. Anyone found to have engaged in Prohibited Conduct under the Nondiscrimination and Anti-Harassment Policy will be subject to disciplinary action, up to and including expulsion or separation from the College, in accordance with the applicable disciplinary procedures. In addition, the College reserves the right to take reasonable remedial measures in response to reports of violations of the Nondiscrimination and Anti-Harassment Policy.

Privacy & Confidentiality

Under this policy, the concepts of privacy and confidentiality are distinct.

The College will maintain information regarding reports and complaints of violations of the Nondiscrimination and Anti-Harassment Policy as private to the greatest extent practicable and appropriate under the circumstances. The College cannot, however, guarantee confidentiality or anonymity when addressing and responding to reports and complaints of violations of the Nondiscrimination and Anti-Harassment Policy. The College is committed to protecting the privacy of all individuals involved and will balance the individual privacy with the College's obligation to respond appropriately to the alleged violations of this policy, to protect the involved individuals and the broader community, and to maintain an environment free from Prohibited Conduct.

Individuals may seek Confidential Resources, in addition to or instead of making reports to the College. Such Confidential Resources may be helpful in assisting an individual in determining whether and how to make such reports.

Confidentiality governs the information held by certain individuals who learn of such information in the context of a privileged relationship, such as a counselor-patient relationship or in the context of confidential communications with clergy. Information that is subject to confidentiality shall not be shared except in certain situations, such as where the information indicates imminent threat to the health and safety of others, or where the individual is obligated to report child abuse or neglect. Note that limitations of confidentiality may exist for individuals under the age of 18.

Available Confidential Resources at the College for Students include:

Campus Chaplain (confidential)

Office Location: Ulla Searing Student Center, Second Floor

Phone: (941) 309-0200

Peterson Counseling Center (confidential)

Office Location: Health Center

Phone: (941) 893-2855

Health Center (confidential except must report sexual assaults to police)

Office Location: Health Center

Phone: (941) 309-4000

For employees, the College provides an employee assistance program at no cost. This confidential assistance program provides the opportunity to speak with a professional counselor up to 6 times per issue and can be reached by calling (800) 624-5544.

Glossary of Terms

For the purposes of the Nondiscrimination and Anti-Harassment Policy, the following terms and definitions and apply:

Complainant: A Complainant is defined as an individual who is reported to have experienced Prohibited Conduct.

Discrimination: Discrimination is unequal treatment of an individual based on a Protected Trait. Discrimination is a violation of this policy when it adversely affects the terms, conditions, or privileges of an individual's education or employment or denies the benefits of or access to any program or activity provided by the College, except as may be explicitly permitted by law.

Harassment: Harassment is a form of discrimination that is unwelcome verbal or physical conduct based on one or more Protected Traits that is sufficiently severe, pervasive, or persistent as to create an intimidating, hostile, humiliating, or offensive working, academic, residential, or social environment under both a subjective and an objective standard.

Parties: Complainant(s) and Respondent(s) are referred to collectively as the Parties.

Prohibited Conduct: Prohibited Conduct means Discrimination, Harassment, and Retaliation, collectively, as well as Sexual Misconduct and Title IX Sexual Harassment.

Protected Trait: Protected Trait means sex, age, gender, color, race, national or ethnic origin, ancestry, religion, marital status, sexual orientation, gender identity or expression, disability, handicap, veteran status, genetic information, or any other basis prohibited by law.

Respondent: A Respondent is defined as an individual who is alleged to have committed Prohibited Conduct.

Retaliation: Retaliation is an adverse action against an individual because the individual made a good-faith report of a violation of this policy, opposed conduct prohibited by this policy, or participated in an investigation into alleged conduct prohibited by this policy.

Sexual Misconduct: Sexual Misconduct includes Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, and Stalking.

Effective Date: August 17, 2026