



STATEMENT ON PERSONAL RESPECT AND HARASSMENT

Xavier's Mission is to be a community of inquiry in the Catholic, Jesuit tradition dedicated to forming students intellectually, morally and spiritually, with rigor and compassion, towards lives of solidarity, service and success. Only a campus environment of mutual respect and genuine care for all individuals enables this Mission to be realized. The Xavier University Mentor Program is likewise part of that Mission.

All forms of harassment or disrespect for the immutable characteristics of another individual are behaviors that destroy Xavier's precious campus environment and Mission. Xavier is committed to eliminating barriers that impede learning and research, as well as establishing and maintaining diverse human relationships that are essential to living harmoniously in a global society. Therefore, it is essential that members of the University community, including those who serve in the Xavier Mentor Program as a University-related-off-campus activity, function effectively and justly when exposed to ideas, beliefs, values, personal characteristics, and cultures that are different from their own. Incidents of harassment jeopardize the proper functioning of the Xavier community and, therefore, the University takes all claims of harassment seriously.

Harassment is the creation of a hostile or intimidating environment, in which conduct, because of its severity or persistence, is likely to interfere significantly with an individual's life by affecting a person physically or emotionally. Such harassment will not be tolerated. This harassment could be uninvited or unwelcome verbal, physical, or visual conduct. Harassing conduct is often, but not always, in reference to an individual's or a group of individuals' sex, gender identity, race, color, economic status, class, religion, culture, national origin, citizenship or veteran status, ethnicity, sexual orientation, position, age, handicap, or disability.



In circumstances where an individual feels that he or she has been harassed, the University provides several channels of communication, information, and an informal or formal complaint resolution process. Persons or groups involved in the Xavier University Mentor Program who believe that they are victims or have been negatively impacted by such harassment are encouraged to promptly report the incident to the Sr. Asst. Director in the Career Development Office. All complaints are considered to be serious and are dealt with through the Xavier University Harassment Code and Accountability Procedures implemented on August 14, 2006 that are available at www.xavier.edu. The conduct alleged to constitute harassment will be evaluated from the perspective of a reasonable person similarly situated to the complainant and in consideration of all relevant circumstances.