

<http://oaa.osu.edu/toolkit.html>

Discrimination

- Office of Human Resources – 614-292-2800
- Senior Human Resource Professionals in academic or department unit

Managing Emergencies/Workplace Violence/Disruptive Students

- Senior Human Resource Professionals in academic or department unit
- Office of Human Resources – 614-292-2800 or contact your assigned Consultant directly.

<http://trustees.osu.edu/rules/code-of-student-conduct/3335-23-04.html>

3335-23-04 Prohibited(B) Endangering health or safety.

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(1) Endangering behavior: Taking or threatening action that endangers the safety, physical or mental health, or life of any person, or creates a reasonable fear of such action.

(2) Stalking: Engaging in a pattern of unwanted conduct directed at another person that threatens or endangers the safety, physical or mental health, or life or property of that person, or creates a reasonable fear of such a threat or action. When stalking is sex- or gender-based, it falls under sexual misconduct. conduct.

(D) Destruction of property.

Actual or threatened damage to or destruction of university property or property of others, whether done intentionally or with reckless disregard.

(H) Failure to comply with university or civil authority.

Failure to comply with legitimate directives of authorized university officials, law enforcement or emergency personnel, identified as such, in the performance of their duties, including failure to identify oneself when so requested; or violation of the terms of a disciplinary sanction.

(K) Unauthorized presence.

Unauthorized entrance to or presence in or on university premises.

(L) Disorderly or disruptive conduct.

Disorderly or disruptive conduct that unreasonably interferes with university activities or with the legitimate activities of any member of the university community.

(O) Violation of university rules or federal, state, and local laws.

Violation of other published university rules, policies, standards, guidelines, or violations of federal, state, or local law. University rules, policies, standards, or guidelines include, but are not limited to, those which prohibit the misuse of computing resources, rules for student groups or organizations, and residence hall rules and regulations.

(P) Riotous behavior.

- (1) Participation in a disturbance with the purpose to commit or incite any action that presents a clear and present danger to others, causes physical harm to others, or damages property.
 - (2) Proscribed behavior in the context of a riot includes, but is not limited to:(a) Knowingly engaging in conduct designed to incite another to engage in riotous behavior; and(b) Actual or threatened damage to or destruction of university property or property of others, whether done intentionally or with reckless disregard; and
 - (c) Failing to comply with a directive to disperse by university officials, law enforcement or emergency personnel; and
 - (d) Intimidating, impeding, hindering or obstructing a university official, law enforcement or emergency personnel in the performance of their duties.
- (3) This rule shall not be interpreted as proscribing peaceful demonstrations, peaceful picketing, a call for a peaceful boycott, or other forms of peaceful dissent.
- (Q) Recording without knowledge.

<https://oaa.osu.edu/rightsandresponsibilities.html>

Academic Rights and Responsibilities

Academic freedom and intellectual diversity have been hallmarks of the ethic of The Ohio State University since it opened its doors in 1873. The Office of Academic Affairs leads the institutional effort to inform faculty and students about relevant policies and procedures and to promote frank, open, and respectful discussion about the issues of freedom of thought and expression.

The ACE [statement](#), released in 2005, includes the following principles:

- Academic freedom and intellectual pluralism are core principles of America’s higher education system.
- Government’s recognition and respect for independence of colleges and universities is essential for academic excellence.
- Colleges and universities should welcome diverse beliefs and the free exchange of ideas.
- Grades and other academic decisions should be based solely on considerations that are intellectually relevant to the subject matter.
- Neither students nor faculty should be disadvantaged or evaluated on the basis of their political opinions.
- Any member of the campus community who believes he or she has been treated unfairly on academic matters must have access to a clear institutional process to address grievances.
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<https://hr.osu.edu/wp-content/uploads/discrimination-investigation-guidelines.pdf>

Investigation Guidelines

I. Reporting Discrimination or Harassment A. Reports can be made by individuals who are directly involved in, who observe, or who reasonably believe that discrimination/harassment may have occurred. This includes allegations by third parties against members of the “university community,” which includes, but is not limited to, faculty, staff, student employees, volunteers, vendors, and any individual deemed to have an affiliation with the university in a non-compensatory capacity as designated in the applicable Human Resources Information System. Some members of the university community have a duty to report such information; see Employee Duty to Report section below.