



Professionalism, Bullying, Harassment

Inappropriate student behavior occurring at educational institutions, including acts of bullying and harassment, is attracting close scrutiny among relevant governmental enforcement agencies. This memo is intended to alert all Northeast College of Health Sciences community members that the College's Judicial Code, in an effort to establish and sustain a safe and professional learning environment, requires that students conduct themselves professionally and strictly forbids acts of physical abuse, verbal abuse, intimidation, harassment, coercion, and disrespect.

Episodes of bullying and harassment have no place on this campus and may well constitute a federal violation prosecutable by the U.S. Office for Civil Rights where the harassment is based on race, color, national origin sex, or disability. Bullying and harassment take many forms, including verbal acts and name-calling, graphic and written statements and may include the use of cell phones or the Internet, or may comprise conduct that is physically threatening, harmful, or humiliating. Please note that harassment does not have to include intent to harm, be directed at a specific target, or involve repeated incidents.

Northeast College of Health Sciences' policies, as they relate to unprofessionalism, bullying and harassment, are clear and easily found in the *Catalog & Student Guide* under the section titled "Discrimination, Harassment, and Sexual Misconduct Prevention Policy". The College has also taken pains to ease reporting of unprofessional behavior and harassment. Anyone who witnesses such acts is encouraged to inform a faculty member, dean, director, administrator, student engagement, counselor, or the Northeast College of Health Sciences Judicial Officer, Dr. William Sherwood.

The College will undertake immediate and appropriate action to investigate the report and take all necessary steps reasonably calculated to end the harassment, eliminate any hostile environment and its effects, and to prevent the harassment from recurring.

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Effective: November 2, 2010