

SUBJECT: Religious Harassment

I. Policy Statement

Midland College is dedicated to creating and maintaining a positive work environment for all employees. The College respects each individual's right to make personal choices regarding the nature, if any, of his or her religious beliefs and practices. While the College does not promote or advocate any religious observance, it will accommodate an employee's religious observance unless such accommodation would cause undue hardship in the conducting of the College's affairs. Any employee action which results in a loss of safety or efficiency or which disrupts the work environment of any co-worker or learning environment of students will not be tolerated. It is also the policy of the College that any form of harassment on the basis of religion or any other protected status will not be tolerated in the workplace. Included within this anti-harassment prohibition is any form of religious observance which (i) has the purpose or effect of interfering with the work of other authorized activity of a student, co-worker, or visitor to the College or (ii) creates an intimidating, hostile, or demeaning environment for education, College-related work, or other authorized activity.

Similarly, the College will not tolerate conduct by a non-employee that violates this policy where the conduct occurs on college premises or at any other location where the non-employee and the member of the College community are together because of assigned or College-sanctioned activities. Independent contractors, vendors, and others who do business with the College or on College premises are expected to ensure compliance with this policy.

This policy does not preclude a faculty member or employee from being an advisor to a recognized student organization which may have a religious affiliation or from participating in a voluntary employee organization which may have a religious affiliation.

II. Definitions

For purposes of this policy, "religious observance" includes all aspects of religious observance and practice as well as moral or ethical beliefs as to what is right or wrong which are sincerely held with the strength of traditional religious views.

III. Reporting Procedure

The procedures set forth in Policy 05:09:02, Sections IV - VII, applicable to reporting incidents, responding to complaints, anti-retaliation, and false charges, are incorporated by reference herein and should be followed for any incidents of discrimination or harassment concerning religious observance.