

Campus Hub Harassment Policy

Purpose:

The purpose of this policy is to provide guidelines and procedures for addressing and preventing harassment or sexual harassment of guests or staff in our accommodation setting.

Scope:

This policy applies to all guests & staff of Campus Hub, regardless of age, gender, race, religion, or sexual orientation.

Definitions:

For the purpose of this policy, the following definitions apply:

1. Sexual Harassment: Any unwelcome verbal, nonverbal, or physical conduct of a sexual nature that interferes with a student's education, creates an intimidating or hostile environment, or deprives a student of educational opportunities.
2. Consensual Relationships: Romantic or sexual relationships between individuals in which both parties have given their voluntary and informed consent.
3. Power Imbalance: Situations in which a person holds authority or power over another, creating an imbalance in the ability to freely and fully consent.
4. Reporting Party: The individual who reports or complains about sexual harassment.
5. Respondent: The individual who is accused of sexual harassment.

Policy:

1. Prohibition of Sexual Harassment: Sexual harassment of any form is strictly prohibited within the Campus Hub premises at any point of the day or stay of a guest.
2. Prevention: Campus Hub through its policies shall aim to help guests identify and report sexual harassment, as well as understand the importance of consent and respect for others.
3. Reporting Sexual Harassment: Any student who experiences sexual harassment or who witnesses it must report the incident immediately to a staff member. Reporting can also be done anonymously using Campus Hub's online reporting system.
4. Confidentiality: Campus Hub will take all reasonable steps to protect the privacy and confidentiality of the reporting party, respondent, and witnesses. However, Campus Hub may be required to disclose information as necessary to investigate and resolve the complaint.
5. Investigation: Campus Hub shall conduct a prompt, thorough, and impartial investigation of any reported sexual harassment. The investigation shall include interviewing the reporting party, respondent, and any witnesses, as well as reviewing any relevant documents or evidence.

6. Discipline: If Campus Hub determines that sexual harassment has occurred, appropriate disciplinary action shall be taken against the respondent, which may include expulsion, or other appropriate consequences. Campus Hub shall also take appropriate remedial measures to address the effects of the sexual harassment on the reporting party and any witnesses.
7. Retaliation: Retaliation against any person who reports sexual harassment or participates in an investigation is strictly prohibited and will result in disciplinary action.
8. Consensual Relationships: Romantic or sexual relationships between guests and Campus Hub staff are strictly prohibited due to the inherent power imbalance that exists in such relationships.
9. Inappropriate Staff–Guest Communication: Any direct communication initiated by a Campus Hub staff member toward a guest outside of official work-related purposes, including but not limited to personal messaging, contacting guests through private phone numbers, social media platforms, or following/engaging with guests on personal social media accounts. Such conduct may be considered inappropriate where it creates discomfort, a perceived power imbalance, or crosses professional boundaries.
10. False Reports: Any person who knowingly makes a false report of sexual harassment will be subject to disciplinary action.

Conclusion:

Campus Hub is committed to creating a safe and respectful learning environment that is free from sexual harassment. This policy shall be reviewed and updated annually to ensure its effectiveness and compliance with applicable laws and regulations.