

# Shawnee State University

POLICY TITLE:	CAMPUS ACT POLICY
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EFFECTIVE DATE:	11/21/2025
NEXT REVIEW DATE:	11/2030
RESPONSIBLE OFFICER:	GENERAL COUNSEL
APPROVED BY:	BOARD OF TRUSTEES

## 1.0 PURPOSE

This CAMPUS Act Policy (“Policy”) applies to Shawnee State University (“University”) students, faculty, and staff. Ohio Revised Code 3320.05 requires each public university in Ohio to adopt a policy regarding racial, religious, and ethnic harassment and intimidation. In addition to the requirements set forth in R.C. 3320.05, the University has and will continue to abide by all federal, state, and local laws and regulations that prohibit harassment and intimidation.

## 2.0 DEFINITIONS

2.1 “Harassment” means unwelcome conduct that is so severe, pervasive, and objectively offensive that it effectively denies an individual equal access to the individual's education program or activity.

2.2 “Intimidation” means the violation of ethnic intimidation described in R.C. 2927.12.

## 3.0 TRAINING

The University will offer training to all University administration, faculty, and staff on how to respond, at the time, to hate incidents or incidents of harassment that occur during a class or event held at the University.

## 4.0 PROCEDURES

Students who believe they or another student, faculty member, or staff member have/have been subjected to racial, religious, or ethnic harassment or intimidation may submit a report and/or complaint, which will be handled in accordance with University Procedure 5.10:2, Assessing, Investigating, and Adjudicating Complaints Prescribed by Various Statutes.

4.1 Anonymous Reports  
Students may submit reports anonymously via the online submission form,

<https://www.shawnee.edu/complaint>. The University will review and take appropriate action on anonymous reports. Note that anonymous reporting may limit the University's ability to conduct and complete an investigation. Additionally, during the course of an investigation, it may be possible to determine who made the report, even if the complainant excluded the name or other identifying information of the accused.

## 5.0 COMPLIANCE

Nothing in this Policy or its enforcement shall be construed to diminish or infringe on any right or activity protected by the United States and Ohio Constitutions and laws, including freedoms related to speech, expression, or assembly. Notwithstanding the foregoing, nothing in this Policy or its enforcement shall be interpreted as prohibiting the University from restricting expressive activities that the First Amendment of the U.S. Constitution or Article I, Sections 3 and 11 of the Ohio Constitution do not protect. Further, nothing in this Policy or its enforcement shall be interpreted as restricting or impairing the University's obligations under federal law including, but not limited to, Title IV of the Higher Education Act of 1965, Title VI of the Civil Rights Act of 1962, Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Title II of the Americans With Disabilities Act, Age Discrimination in Employment Act, and the Age Discrimination Act of 1975 as addressed through its non-discrimination and Title IX policies.

### History

Effective: 11/21/2025

(Procedure 5.10:2: Assessing Investigating and Adjudicating Complaints Prescribed By Various Statutes )