



## **1. IENYC Dignity and Respect Policy**

### **1.1.1. Purpose and Coverage**

At IENYC, we believe that academic and professional excellence can only thrive in an environment built on ethics, integrity and respect. We are committed to providing a learning and working environment where diversity, equity and inclusion are valued and all members of the IENYC community are welcomed and safe. As an institution, we believe in the importance of implementing the principles of dignity and respect into all functions of the college.

This policy applies to all members of the IENYC community, including students, alumni, staff, faculty, trustees and visitors.

### **1.1.2. General Principles**

A positive working and learning environment which supports dignity and respect is vital to the success of the College. Therefore, the College prohibits harassment and discrimination in admission, employment, and administration of its programs and activities, on the basis of sex, gender, race (including traits historically associated with race), color, national origin or citizenship, religion, age, disability (including pregnancy-related conditions), gender identity or expression, transgender status, sexual orientation, predisposing genetic characteristics or carrier status, marital or familial status, veteran status, military status, domestic violence victim status, known association or relationship with someone in a protected classification, or any other characteristic protected by federal, state, or local law.

All students, employees and stakeholders at the College have a right to be:

- Treated with dignity and respect
- Working and learning in an environment free from discrimination and harassment
- Valued for their skills, abilities and contribution

All students, employees and stakeholders at the College have a responsibility to:

- Behave in compliance with this policy
- Play their part in ensuring we create a positive environment that is tolerant and supportive through treating each other with dignity and respect

- Challenge inappropriate behavior with confidence

The College will not tolerate any kind of unlawful discrimination or harassment against students, faculty, staff, applicants for employment or admission, visitors, or any other individual providing services to the College. Violations of this Policy are considered misconduct. To further this commitment, the College prohibits retaliation for reporting or opposing discrimination or harassment, and for participating in or otherwise cooperating with an investigation into alleged violations of this Policy.

### **1.1.3. This Policy applies to conduct that:**

- Occurs on College premises;
- Occurs during any College-sponsored program or activity, regardless of location. “Program or activity” also includes computer and internet networks, digital platforms, and computer hardware or software owned, operated by, or used in the operations of the College; or
- Occurs off campus but has continuing adverse effects and/or causes substantial disruption on College premises or in any IENYC program or activity.

### **1.1.4. Accountability**

Strong and clear leadership is key to ensuring that our commitment to this policy is realized. The Provost and Managing Director are responsible for ensuring that the policy is effectively implemented, and employees are aware of their responsibilities, accountabilities, and training needs to fulfil these.

### **1.1.5. Enforcement of this Policy**

Violations of IENYC’s Dignity and Respect Policy are considered misconduct. The College is committed to handling complaints of discrimination and harassment in a prompt, equitable, and transparent manner.

Reports of suspected violations will be investigated according to the appropriate policy. Depending on the specific incident, IENYC may follow one or more procedures as listed in the Code of Student Conduct, Employee Handbook, Faculty Handbook, Complaints Handling Procedure, Campus Safety Policy or other appropriate policy statements.

To report a suspected violation of this policy, please contact the Title IX Coordinator at [titleix@ienyc.edu](mailto:titleix@ienyc.edu).

#### **1.1.6. Policy Review**

This policy is effective as of May 2025. This policy was formed in consultation with the Academic Board who shall periodically review this policy and its implementation to evaluate its effectiveness and make recommendations to the College. The College retains sole discretion for determining what, if any, revisions to this Policy may be necessary.