

member of the Wayne State College community who serves in good faith as an advisor or advocate for the complainant. Likewise, no retaliatory actions will be taken against any person solely because he or she has been named a respondent in a complaint. However, any person who knowingly and intentionally files a false complaint of sexual harassment against another will be subject to disciplinary action up to and including termination or expulsion.

Anti-Harassment Policy

It is the policy and practice of Wayne State College to provide an educational setting and workplace free of an atmosphere of tension created by inappropriate conduct, remarks (ethnic, racial, sexual, sexual orientation, age, disability, or religious), animosity, unwelcome sexual advances, or

language is defined as language which insults, taunts, or challenges another under circumstances in which such conduct is likely to provoke a violent response. This language includes epithets directed at an individual's race, color, ethnic identity, religion, or sex, which are personally abusive, degrading and insulting, rather than a communication of ideas or opinions, and/or which are used in a situation which presents an actual danger of a breach of peace.

In the Classroom

- A. Students shall be free to take reasoned exception to the data or views offered in any course of study and to reserve judgment about matters of opinion, but they are responsible for learning the content of any course of study for which they are enrolled.
- B. The instructor in the classroom and in conference should encourage free discussion, inquiry, and expression. Student performance should be evaluated solely on an academic basis and not on the basis of opinions or conduct in matters unrelated to academic standards.

Out of the Classroom

- A. Students may express their views individually or collectively through normal faculty, administrative, and student channels of communication.
- B. Students may express their views by demonstrating peacefully for concepts they wish to make known. The college shall respect this right provided that certain guidelines as listed in the section entitled, "Freedom of Association" on page 70 are followed.
- C. Special interest clubs and other unrecognized student groups may invite and hear any person of their own choosing. Organizers must make arrangements in advance for facilities and special equipment through the Director of Student Activities. When guest speakers are invited to express their views