

## COVID-19 Update and Virtual Announcement

Maintaining a learning and working environment free from discrimination, harassment, sexual harassment, and sexual misconduct remains a top priority.

# OECR Online Harassment Guidelines

With classes and other academic programs having been moved partially online, the Office of Equity and Civil Rights (OECR) wanted to remind you that maintaining a learning and working environment free from discrimination, harassment, sexual harassment, and sexual misconduct remains a top priority. You should be aware of the following three points:

OECR remains open and functioning remotely at this time. Anyone who has been impacted by discrimination, harassment, sexual harassment, or sexual misconduct may make a report by email to the Director of OEER and Title IX Coordinator, [Nora Nelle](mailto:nellen@arcadia.edu), at [nellen@arcadia.edu](mailto:nellen@arcadia.edu), or by calling 215-517-2659. Any investigations or adjudications will be conducted remotely, and the University will continue to address concerns about discrimination, harassment, sexual harassment, or sexual misconduct promptly.

The University's [Interim Policy Prohibiting Sexual Harassment and Sexual Misconduct](#) and the [Interim Non-Discrimination and Non-Harassment Policy](#) applies to behaviors that occur in-person, but also to online and virtual misconduct. Any behavior that is prohibited by the Policy is also likely prohibited in cyber-forms, including cyber-harassment, cyber-bullying that is sex-based or based on the protected characteristics covered in University policy, and cyber-stalking. Members of the community are

expected to maintain a tone of respect in online classes just as they would if they were in class physically.

Faculty and staff who are mandated reporters are reminded that reporting of alleged sexual harassment or sexual misconduct is expected promptly upon becoming aware of any such incidents or allegations involving members of the campus community, regardless of how they learn of the potential misconduct, whether in person, in writing, or online.

As a reminder, information on the University's relevant policies and procedures can be found here ([Policy prohibiting discrimination and harassment](#)), ([Policy prohibiting sexual harassment and sexual misconduct](#)) and here ([Procedures for resolution of complaints](#)).

Please feel free to contact Nora Nelle at [nellen@arcadia.edu](mailto:nellen@arcadia.edu) with any questions or concerns.

People Reference:

[Nora Nelle](#)