

# Unlawful Discrimination, Harassment or Retaliation

If you believe you have experienced discrimination or harassment **based on a protected class** and the incident occurred in the course of conducting business, pursuing an education or participating in a program or activity at the College, please submit a complaint using the link below. Please note that if you report anonymously, the College's investigation and response likely will be limited.

[Submit a Student Incident Report](#)

Complaints of alleged discrimination, harassment, hostile work environment and retaliation also can be made to any of the following:

- Title IX Coordinator
- Title IX Investigators
- A Supervisor, Director, Dean, Chairperson or other Administrator
- An employee of Human Resources
- An employee of the Hocking College Campus Safety/Police Department, located next to Hocking Heights Residence Hall, (740) 753-6598.

**If you feel that you are in immediate danger, please call the Hocking College Police Department at (740) 753-6598. If you are off campus, call 911.**

If the [Responding Party](#) is an employee, a student or otherwise has a connection to Hocking College, [Reporting Party](#) may pursue a prompt, fair and impartial administrative investigation and resolution, which will be conducted by College officials. Reporting Parties may choose not to pursue an administrative investigation, but the College may have an obligation to further review and investigate the information it receives without the Reporting Party's consent or participation. The College will inform the Reporting Party if it needs to investigate further. Both parties will be informed in writing of the outcome of any College conduct or disciplinary proceeding that arises from the allegation[s].

The Reporting Party also may choose to file a report with the Hocking College Police Department. At their discretion, the police may conduct an investigation if there is potential criminal activity related to the report. Upon the Reporting Party's request, the Title IX Office can assist in notifying the College Police.

Reporting Parties have the option to inquire about a [protection order](#) or other legal orders of protection through the appropriate court with jurisdiction. If the Reporting Party obtains a protection order, it is their responsibility to notify Hocking College Police, the Title IX Coordinator and Title IX Investigators. **Please note that without this notification, the College will have no knowledge of the protection order and therefore, it cannot be enforced on campus.**

**Information about Athens County protection orders is available here:**

<http://www.ci.athens.oh.us/407/Crime-Victim-Assistance>

If the Responding Party is an employee, a student or otherwise has a connection to Hocking College, the Reporting Party may request a [No Contact Order](#) through the College. An appropriate College official will determine if a No Contact Order is warranted.

Please refer to the [Privacy Information](#) for more information on how the College will exercise discretion in how it addresses these allegation(s).

Both the Reporting Party and the Responding Party have the option to access counseling, legal assistance and other services as they are available at the College and/or in the community whether or not the Reporting Party or the College chooses to pursue an investigation. Please refer to the [Confidential Resources](#) webpage for more information. If you need additional support in the form of counseling, accommodations or other assistance, please contact the Title IX Office at (740) 753-7006.

## **Retaliation**

Please note that College policy, federal law and state law prohibit retaliation in any form against any student, employee, faculty member, vendor, customer or other person participating in a College program or activity **who complains or makes an allegation or any other participant in any investigation of discrimination or harassment**. The Responding Party must not engage in conduct to intimidate or punish the Reporting Party, nor should the Responding Party take any other action to prevent the complaint from going forward. This includes a Responding Party encouraging others to take these actions on their behalf. Allegations of retaliation should be promptly directed to the Title IX Coordinator, Jacqueline C. Hagerott, Esq., LL.M., CCM, at (740) 753-7006 or [hagerottj@hocking.edu](mailto:hagerottj@hocking.edu). A complaint also may be filed with the Ohio Civil Rights Commission (OCRC) and/or the Equal Employment Opportunity Commission (EEOC):

### **Ohio Civil Rights Commission**

Rhodes State Office Tower  
30 East Broad Street, 5th Floor  
Columbus, OH 43215

Phone: (614) 466-2785

TTY: (614) 752-2391

For information on submitting an OCRC complaint,  
see: <http://crc.ohio.gov/FilingCharge/ChargeFilingProcedure.aspx>

### **Equal Employment Opportunity Commission**

Anthony J. Celebrezze Federal Building  
1240 E. 9th Street, Suite 3001  
Cleveland, OH 44199

Phone: (800) 669-4000

TTY: (800) 669-6820

[info@eoc.gov](mailto:info@eoc.gov)