COMPLIANCE WITH NON-DISCRIMINATION LAWS AND REGULATIONS

The School of Education at Biola University deplores the unfair treatment of individuals based on race, gender, socio-economic status, age, physical disability, or cultural differences, as well as attempts at humor that aim to elicit laughter at the expense of an individual or any group of individuals. Rather, members of the student body should embrace the expectation of Scripture to love God with all their being and their neighbors as themselves.

The School of Education at Biola University operates in compliance with all applicable federal and state non-discrimination laws and regulations in conducting its programs. Such laws and regulations include:

1. Title VI of the Civil Rights Act of 1964, which prohibits discrimination based on race, color, and national origin in the programs and activities of the University. This policy of non-discrimination also complies with Internal Revenue Service Revenue Ruling 71-447 required for maintaining the University’s tax-exempt status.

2. Title VII of the Civil Rights Act of 1964, which prohibits employment discrimination based on sex, race, color, or national origin.

3. Section 504 of the Rehabilitation Act of 1973, which prohibits discrimination on the basis of disability in the recruitment and admission of students, the recruitment and employment of faculty and staff and the operation of its programs and activities.

4. The Americans with Disabilities Act of 1990 (Public Law 101-336), the purpose of which is to afford the disabled equal opportunity and full participation in life activities and to prohibit discrimination based on disability in employment, public service, public accommodations, telecommunications, and transportation.

5. The Age Discrimination Act of 1975, which prohibits age-based discrimination against persons of all ages in programs and activities of the University.

6. The Age Discrimination in Employment Act of 1967, which prohibits discrimination against persons aged 40 and over regarding employment decisions.

7. Title IX of the Education Amendments of 1972, which prohibits all forms of discrimination on the basis of gender (including sexual harassment) in programs and activities of the University, except where the University has been granted exemptions based on its religious tenets.
SEXUAL HARASSMENT POLICY

It is the policy of the School of Education at Biola University to encourage Student Teaching candidates to actively practice the standards of Christian behavior at all times while serving the community as a Student Teacher. All Student Teachers, staff and faculty should be aware that the School of Education at Biola University is prepared to take action to prevent any intimidation and exploitation, and that individuals who engage in such behavior are subject to discipline and possible removal from the Student Teaching program and in some cases the University.

Sexual harassment can vary with particular circumstances, but, generally, it is defined as unwelcome or offensive sexual advances, requests for sexual favors, unwanted or uninvited verbal suggestions or comments of a sexual nature, or objectionable physical contact. None of these actions reflect a Christian attitude or commitment and all adversely affect the working or learning environment.

Coercive behavior, including suggestions that academic rewards or penalties will follow the refusal or granting of sexual favors, or conduct that unreasonably interferes with an individual's work performance or creates an intimidating, hostile or offensive work environment, constitutes a violation of the School of Education and Biola University's spiritual and/or educational standards, objectives and goals; and such misconduct will not be tolerated.

Under the direction of the appropriate administrator, the School of Education will fully and effectively investigate any such report and will take whatever corrective action is deemed necessary, including disciplining or discharging any Student Teacher who is found to have violated this prohibition against harassment. The reporting agency (school administrator, teacher, or Student Teaching Supervisor) will be informed of the action taken. School of Education officials will also take action to protect the reporting party, to prevent further harassment or retaliation, and as appropriate, to redress any harm done.

Factors considered in determining whether an environment is hostile include whether the conduct was:

- Verbal or physical or both
- A single incident or a pattern of behavior
- Perceived to be hostile or offensive to a reasonable person
- Exercised by an individual in a position of authority
- Directed to one or more individuals or class of individuals

It is the policy of the School of Education not to tolerate sexual harassment, and appropriate disciplinary action will be taken whenever such harassment is demonstrated. Any individuals engaging in such conduct contrary to the School of Education policy may be personally liable in any case brought against them.

A Student Teaching candidate who feels that he or she has been sexually harassed may meet with and provide a report to any of the following persons:

- Student Teaching Supervisor
- Student Teaching Seminar Professor
- Director of Teacher Education
- Dean of the School of Education