

Non-Harassment Policy

Ringling College of Art and Design maintains a professional work and academic environment in which all employees and students are treated with respect and dignity. A vital element of this atmosphere is the College's commitment to equal opportunities and the eradication of discriminatory practices including harassment, with the goal to provide an academic and institutional climate of non-harassment. Forms of harassment that are encompassed by this policy include harassment based on sex, age, gender, color, race, national or ethnic origin, religion, marital status, sexual orientation, gender identity or expression, disability, veteran status, genetic information, or any other basis prohibited by law. Harassment is specifically prohibited by state and federal law and instances of harassment may result in both civil and criminal liability on the part of the individual harasser as well as the College. Harassment's destructive impact wastes human potential, demoralizes employees and students, and perpetuates the tendency for further unacceptable behavior. For these reasons, the College is opposed to harassment in any form in its workplace and activities. This policy establishes procedures to address problems and questions regarding harassment in a prompt, discreet and fair manner. All employees and students are expected to comply and cooperate with its provisions and in accordance with the code of professional ethics.

Sexual Harassment: Due to the inherent complexity of sexual harassment, the College maintains a Sexual Misconduct Policy to address reports and formal complaints of sexual harassment, including sexual assault, dating violence, domestic violence, and stalking. Individuals who have experienced this type of conduct are encouraged to contact a Title IX Coordinator for more information about supportive measures, available resources, reporting to law enforcement if desired, and the formal complaint process for investigating and adjudicating sexual harassment:

Title IX Coordinator:

Dr. Tracy Wagner, Executive Vice President
Keating Center, First Floor
2700 N. Tamiami Trail, Sarasota, FL 34234
(941) 359-7595
twagner@ringling.edu

Deputy Title IX Coordinator (Students):

Dr. Tammy S. Walsh, Vice President for Student Life and Dean of Students
Ulla Searing Student Center, Second Floor
2700 N. Tamiami Trail, Sarasota, FL 34234
(941) 359-7510
twalsh@ringling.edu

Deputy Title IX Coordinator (Faculty and Staff):

Darren Mathews, Assistant Vice President and Director of Human Resources
Verman Kimbrough Bldg., First Floor
2700 N. Tamiami Trail, Sarasota, FL 34234
(941) 359-7619
dmathews@ringling.edu

The complete policy is posted to the Ringling website <https://www.ringling.edu/policies-and-procedures/>