

## 3. Institutional Policies

### Diversity, Equity & Inclusion

Syracuse Academy participates in global action to address diversity, equity, and inclusion (DEI) as key to the advancement in the field of international education and in society globally, in alignment with the principles and definitions outlined in the Forum on Education Abroad Standards of Good Practice (6th edition - 2020).

Syracuse Academy is dedicated to fostering an environment where students, instructors, and staff may all thrive and contribute to society as contributing members. We value individual variations in terms of age, education, viewpoints, culture, race, ethnicity, and religion since different life experiences, cultural backgrounds, and identities enhance our communities. Each student and faculty member's individual contributions are valued, regardless of gender identity, sexual orientation, national origin, financial status, or talents or limitations.

### Policy Against Harassment

#### Policy Statement

Syracuse Academy is committed to ensuring a safe, inclusive, and equitable environment for all participants in its study abroad programs, regardless of sex, gender, sexual orientation, or gender identity. This commitment extends to protecting all students, faculty, staff, and affiliated individuals from discrimination, harassment, and sexual misconduct, in accordance with Title IX of the Education Amendments of 1972. This policy applies to all study abroad and international programs offered by Syracuse Academy in partnership with U.S. universities.

#### Scope

This policy covers all participants in Syracuse Academy's study abroad programs, including students, faculty, staff, program applicants, and any individuals participating in or seeking to participate in the institution's international programs. The policy applies to conduct that occurs within the context of the institution's programs, activities, events, or circumstances over which the institution exercises substantial control, including conduct that takes place during program-sponsored travel, lodging, and events abroad.

Syracuse Academy is dedicated to providing programs and an environment free of sexual harassment (which includes harassment based on gender, transgender, pregnancy, childbirth, or related medical conditions), as well as harassment based on things like race,



color, creed, national origin, ancestry, age, physical disability, mental disability, medical condition, marital status, sexual orientation, gender identity, and gender expression.

Non-workers with whom Syracuse Academy employees have a commercial, service, or professional connection, including program participants, will not be subjected to harassment by Syracuse Academy employees. Syracuse Academy vehemently opposes and will not put up with any form of employee harassment from managers, supervisors, or coworkers.

### **Harassment Defined**

Harassment comprises any verbal, physical, or visual behavior that undermines someone's ability to perform their task or violates their rights while also creating a hostile, offensive, or threatening work environment. It is considered harassment, if the following conditions are met: (1) the conduct is made an explicit or implicit requirement of the program experience or employment; (2) acceptance of or rejection of the conduct serves as the basis for a program or employment decision; or (3) the harassment affects a person's program or work performance or produces an intimidating, hostile, or offensive program or work environment, then the conduct in question constitutes harassment.

Harassing conduct can take many forms and may include, but is not limited to, the following: slurs, jokes, statements, gestures, assault, impeding or blocking another's movement or otherwise physically interfering with normal social or work activities, pictures, drawings, or cartoons based upon a person's sex, race, color, national origin, religion, age, physical disability, mental disability, medical condition, ancestry, marital status, sexual orientation, family care or medical leave status, veteran status, or any other basis protected by law.

The following conditions must be met in order for sexual harassment to occur: (1) acceptance of the advance, request, or conduct is made a requirement of the program experience or employment; (2) acceptance of or rejection of the advance, request, or conduct forms the basis of a program or employment decision; or (3) the conduct, advance, or request has the purpose of harassing the victim. Sexually harassing conduct can be by a person of either the same or opposite sex.

### **Prohibited Conduct**

Under this policy, the following conduct is prohibited:

- Sexual Harassment: Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the institution's education program or activity.
- Sexual Assault: Any nonconsensual sexual act proscribed by federal, tribal, or state law, whether committed by force or without the consent of the other person.



- Domestic Violence, Dating Violence, and Stalking: As defined by the Violence Against Women Act (VAWA), including any violence or stalking on the basis of sex that jeopardizes the safety or well-being of an individual.
- Retaliation: Any adverse action taken against a person for making a good faith report of prohibited conduct or participating in any proceeding under this policy.

### **Reporting and Investigating Harassing Conduct**

Individuals are encouraged to report any incident of discrimination, harassment, or sexual misconduct to the institution's Title IX Coordinator or designated study abroad program official. Reports can be made via email, phone, or through the institution's online reporting system. The institution ensures confidentiality to the extent possible and will take immediate and appropriate action to investigate and address any violations of this policy.

Syracuse Academy is aware that victims of harassment are frequently ashamed and hesitant to disclose incidents of harassment out of fear of being held accountable, worry about facing reprisals, or because it might be awkward to broach the subject of sexuality in front of others. Nobody should, however, have to put up with harassment, thus Syracuse Academy urges participants in its programs and staff to report any instances of harassment right away so that appropriate action may be done. Any instances of harassment by any Syracuse Academy employees or anyone else, including harassment at work, should be reported to the Syracuse Academy Center Director, who is in charge of looking into harassment claims. The Syracuse Academy Center Director should be notified immediately once any staff members hear complaints about harassment or witness it in order for the investigation process to be initiated

Every reported case of harassment will be carefully and swiftly investigated. The investigation will typically involve the following steps: an interview with the complainant to get all the details about the alleged harassment; interviews with anyone who is accused of committing the acts of harassment to get their side of the story; and an interview with anyone who may have seen or heard about the alleged harassment. The person who filed the harassment complaint will be notified by Syracuse Academy of the investigation's findings. The inquiry will be conducted in the most private manner feasible while yet conducting it completely, fairly, and appropriately.

### **Response Procedures**

Upon receiving a report, Syracuse Academy will:

- Evaluate the report promptly and impartially.



- Provide interim measures as necessary to support and protect the reporting individual or community, including adjustments to housing, academic, and work environments.
- Conduct a thorough investigation in accordance with Title IX guidelines, ensuring fairness and respect for all parties involved.
- Determine appropriate sanctions and remedial actions if a policy violation is found, ranging from warnings to program dismissal and referral for disciplinary action by the home institution.

### **Training and Education**

Syracuse Academy is committed to the ongoing training and education of its community members regarding Title IX policies and the prevention of sexual misconduct. This includes pre-departure orientations, ongoing education for participants abroad, and specialized training for faculty, staff, and administrators involved in study abroad programs.

### **Non-Discrimination**

Syracuse Academy prohibits discrimination on the basis of sex in its programs and activities, as required by Title IX. This policy is a part of Syracuse Academy's broader commitment to creating an environment free from discrimination and harassment.

### **Contact Information**

For more information, to make a report, or to inquire about resources and support, please contact:

**Title IX Coordinator:** Giada Bonaventura (Assistant Center Director),  
[g.bonaventura@syracuseacademy.org](mailto:g.bonaventura@syracuseacademy.org) - +39 327 688 9309

**Center Director:** Sean Neri, [sean.neri@syracuseacademy.org](mailto:sean.neri@syracuseacademy.org), +39 0931 61424

Syracuse Academy is dedicated to maintaining a study environment that respects the dignity of all participants and fosters academic and personal growth. This Title IX policy affirms our unwavering commitment to ensuring a safe and equitable study abroad experience for everyone.

### **Corrective Action**

Retaliation against anybody who files a sincere report of harassment or assists an investigation will not be tolerated by Syracuse Academy. Syracuse Academy will take appropriate measures if harassment or retaliation is shown to have occurred. Depending on the situation, corrective action may also involve cooperating with governmental, legal, and/or academic institution officials. It may also involve counseling referral, training, termination of



employment, and/or disciplinary action ranging from a verbal or written warning to expulsion from a program and/or residence. After consulting with those and organizations Syracuse Academy considers appropriate, corrective action will be done with relation to any harassment committed by third parties.

## **Non-Fraternization Policy**

Syracuse Academy partner institutions or students' parents may not distinguish between Syracuse Academy faculty actions, which are duly authorized and those which are not. Hence, the very act of participation of a Syracuse Academy faculty member in the following behaviours (or assimilable) implies to them ostensible Syracuse Academy legal liability and responsibility:

- Organizing any event with students outside of regular course activities, unless approved in written form by Syracuse Academy Directors or Program Coordinators
- Engaging in personal or sexual relationships with a student
- Consuming alcohol with a student
- Accepting gifts or favors from a student
- Driving a student in an automobile or other personal mode of transportation
- Engaging in social media interactions with students except for professional purposes
- Personally employing a student

## **Religious and State Holidays**

Syracuse Academy observes the local state holiday calendar in Italy. Syracuse Academy may remain open and hold classes on some state holidays, as necessary. These will be included in the Academic Calendar for each program. Duly submitted Extenuating circumstances requests will be addressed on a case-by-case basis with the Academic Coordinator for absences supported by personal religious observance.

