

APPENDIX A- DEFINITIONS

The following definitions apply to GVSU's POLICY PROHIBITING DISCRIMINATION, HARASSMENT AND MISCONDUCT FOR ALL FACULTY, STUDENTS, EMPLOYEES, AND THIRD PARTIES and accompanying procedures. Additional terms may be defined within the Policy and accompanying procedures.

<p><i>Anonymous Notice:</i> A complaint or report submitted online at https://cm.maxient.com/reporting.php?GrandValley where the Notice provider is not identified.</p>
<p><i>Appeal Decision-Maker:</i> either a three-member panel, an individual chosen from the Pool, or other trained internal or external individuals, chosen by OCRTIX to hear an appeal.</p>
<p><i>Complainant:</i> The student or employee of GVSU who experienced the alleged conduct that could constitute a violation of this Policy; a person other than a student or employee of GVSU who is alleged to have been subjected to conduct that could constitute a violation of this Policy at a time when that individual was participating or attempting to participate in GVSU's education program or activity; a parent, guardian, or other authorized legal representative with the legal right to act on behalf of a Complainant due to incapacity of the Complainant.</p>
<p><i>Complaint:</i> an oral or written request to GVSU that objectively can be understood as a request for GVSU to investigate and make a determination about an alleged violation under GVSU's formal resolution grievance procedures.</p>
<p><i>Collateral Misconduct:</i> potential violations of other GVSU policies not incorporated into this Policy that occur in conjunction with alleged violations of this Policy, or that arise through the course of the investigation, for which it makes sense to provide one resolution for all allegations.</p>
<p><i>Confidential Employees:</i> GVSU employees that are not mandatory reporters and thus have no obligation to report incidents to OCRTIX, but who will provide information and resources to the Complainant and may provide general information to OCRTIX (without identifying confidential information) to allow GVSU to protect its community from a hostile or unsafe environment; confidential employees by law or ethics, designated confidential resources, and confidential employees conducting human subjects research.</p>
<p><i>Confidential Resources:</i> employees of GVSU designated to receive confidential notice of an alleged violation of this Policy (in addition to those already made confidential by law or ethics or by conducting human subjects research).</p>
<p><i>Disability:</i> any and all disabilities covered by the American's With Disabilities Act, including but not limited to physical impairments, and actual or perceived health challenges, such as mental illness, cancer or HIV/AIDS.</p>
<p><i>Discrimination:</i> different treatment with respect to a person's employment or participation in an education program or activity based, in whole or in part, upon the person's actual or perceived Protected Characteristic.</p>
<p><i>Deadnaming:</i> using someone's birth-assigned (cisgender) name, rather than the name they have chosen following a change in gender identity.</p>
<p><i>Decision-Maker:</i> a three-person panel of individuals who may be responsible for investigating allegations, conducting any hearing, and/or making determinations relative to the Resolution Process for alleged violations of this Policy.</p>
<p><i>Employee:</i> individuals who have accepted employment with and work for the University and meet the definition of employee under applicable law; volunteers, including those who receive a nominal stipend for performing services, and vendors, are not employees of the University.</p>

<i>Familial Status</i> : all circumstances surrounding one's marital status, parent status, and/or family history, including but not limited to genetic information.
<i>Formal Resolution (Grievance Procedures)</i> : a Resolution Process under this Policy that includes a full investigation and hearing.
<i>Gender Identity or Expression</i> : a student or employee's identification or expression as intersex, nonbinary, transgender, agender, two-spirit, gender-expansive or gender-diverse.
<i>Harassment</i> : unwelcome discriminatory conduct under this Policy on the basis of a Protected Characteristic that is subjectively and objectively offensive, and so severe or pervasive that is objectively limits or denies a person's ability to participate in or benefit from GVSU's education programs or activities.
<i>Hostile environment</i> : conduct is sufficiently serious that it objectively denies or limits a GVSU community member's ability to participate in or benefit from GVSU's programs, hinders the academic process, or materially and substantially interferes with the requirements of appropriate discipline in the operation of the University. Objectivity is based on a reasonably prudent person in like circumstances.
<i>Impact/Mitigation Statement</i> : an optional summary submitted by a party that describes how the reported misconduct or resolution process has impacted them and/or how a particular sanction might impact them, which is reviewed by the Decision-Maker in advance of determining any sanctions.
<i>Informal Resolution</i> : a Resolution Process under this Policy that does not include a complaint investigation nor any hearing but may include an educational conversation with supportive measures, accepted responsibility with agreed upon responsive actions, or other alternative resolution as described in the policy.
<i>Investigator</i> : the person(s) responsible for collecting evidence, including from the involved parties and potential witnesses or other relevant sources, to assist the OCRTIX and/or Decision-Maker in the Resolution Process. An investigator may also be a Decision-Maker.
<i>Limited Event Exception</i> : GVSU or GVSU student organization awareness-raising programs or events specifically designated as a space for sharing and support rather than reporting.
<i>Mandatory Reporter</i> : individual employees of GVSU required to report any known allegations of discrimination, harassment or misconduct as defined in the Policy.
<i>Misconduct</i> : Sexual assault, including rape, fondling, incest, dating violence, and domestic violence, stalking, sexual exploitation, retaliation, bullying, endangerment, and hazing as defined in and prohibited by the Policy.
<i>Misgendering or mispronouncing</i> : the intentional or unintentional use of pronouns or identifiers that are different from those used by the affected individual.
<i>National Origin/Ancestry</i> : a person's actual or perceived shared ancestry or ethnic characteristics or citizenship, or residency in a country with a dominant religion or distinct religious identity.
<i>Notice of Investigation and Allegation (NOIA)</i> : a meaningful summary of allegations made under the Policy, provided by OCRTIX, which includes specific notice and information as outlined in the Policy.
<i>Notice of Informal Resolution (NOIR)</i> : a meaningful summary of allegations, requirements and rights associated with an Informal Resolution process under the Policy.
<i>Notice</i> : a Report or Complaint of allegations under the Policy provided to the OCRTIX.
<i>Parental Status</i> : whether the individual is a biological parent, adoptive parent, stepparent or legal guardian.
<i>Party</i> : a Respondent or Complainant.
<i>Peer Retaliation</i> : Retaliation as defined in this Policy by one student against another student.

<i>Pregnancy or Related Conditions</i> - childbirth and recovery, termination of pregnancy, lactation, or other related medical conditions.
<i>Protected Characteristics</i> : personal traits that cannot be used as the basis for discrimination, harassment or misconduct against someone.
<i>Report</i> : provides Notice to GVSU of an allegation or concern about discrimination, harassment or misconduct without an accompanying request to initiate Formal Resolution procedures.
<i>Resolution Process</i> : Informal Resolution or Formal Resolution that is GVSU's chosen approach to addressing all forms of discrimination, harassment, or other misconduct on the basis of Protected Characteristics under the Policy.
<i>Resolution Process Pool</i> : A pool of administrators that carries out the Informal or Formal Resolution Process under the Policy's procedures through various roles assigned by the OCRTIX.
<i>Respondent</i> : the person against whom allegations of discrimination, harassment or misconduct are made under the Policy.
<i>Retaliation</i> - Adverse action, including intimidation, threats, coercion, or discrimination, against any person, by GVSU, a student, employee, or a person authorized by GVSU to provide aid, benefit, or service under GVSU's education program or activity, for the purpose of interfering with any right or privilege secured by law or Policy, or because the person has engaged in protected activity, including reporting information, making a Complaint, testifying, assisting, or participating or refusing to participate in any manner in an investigation or Resolution Process under the GVSU Policy Prohibiting Discrimination, Harassment And Misconduct Procedures, including an Informal Resolution process, or in any other appropriate steps taken by GVSU to promptly and effectively end any discrimination or harassment in its education program or activity, prevent its recurrence, and remedy its effects.
<i>Risk-Assessment</i> : an evaluation of any potential risks or danger to the GVSU community.
<i>Supportive Measures</i> : individualized measures offered as appropriate, as reasonably available, without unreasonably burdening a Complainant or Respondent, not for punitive or disciplinary reasons, and without fee or charge to the Complainant or Respondent to: (1) Restore or preserve that party's access to GVSU's education program or activity, including measures that are designed to protect the safety of the parties or GVSU's educational environment; or (2) Provide support during a grievance procedure or during an informal resolution process.