
Chapter 1 – College Policies and State and Federal Law that Apply to Faculty

A. College Policies

Whitman College has established a number of policies that apply to all College employees. These policies are listed below, with the policy quoted in full or links to the policy located elsewhere.

1. Land Acknowledgement ([Whitman College Policies and Statements](#))
2. Diversity Statement ([Whitman College Policies and Statements](#))
3. Nondiscrimination Policy ([Whitman College Policies and Statements](#))
4. Statement on Undocumented Students ([Whitman College Policies and Statements](#))
5. Grievance Policy ([Grievance Policy](#))
6. Inclusion of Trans* Persons Policy ([Whitman College Policies and Procedures](#))
7. Statement on Consensual Relationships

Faculty are entrusted with advising students, judging their work, assigning grades, and making recommendations for further study and/or employment. One's ability to perform these duties is seriously jeopardized by questions about intent, fairness, or favoritism. It is therefore unacceptable for faculty to have romantic or sexual relationships with students, except when the relationship pre-dates either the student's initial enrollment in courses at Whitman College or the faculty member's initial appointment and the faculty member holds no supervisory or evaluative role over the student.

Relationships that may appear consensual, even those that do not involve a supervisory or evaluative role, may, in fact, constitute or develop into a violation of the College's Grievance Policy.

The possible harm of such relationships can extend beyond the immediately involved parties, as they may generate a perception of unfair treatment and interfere with the ability of other students to work comfortably and effectively. Therefore, faculty are expected to remove themselves from any activity or evaluative role that could reward or punish individuals because of

a prior or current romantic relationship. In such cases, the faculty member must work either with the relevant Division Chair or with the Provost and Dean of Faculty to devise an alternative evaluation mechanism. Failure to do so is inconsistent with the AAUP's evaluation mechanism and [Statement on Professional Ethics](#). Such a violation could reasonably constitute cause for dismissal. Faculty should be aware, moreover, that the power differential involved in faculty/student relations is complex, and that students also evaluate faculty: students' formal evaluations of faculty members are taken seriously by the college as a factor in assessing teaching, and students can also approach the Provost and Dean of the Faculty, the Dean of Students, or the Board of Review with complaints or concerns about a faculty member's professional conduct.

Similar power differentials may also render it inappropriate for faculty to have romantic or sexual relationships with staff over whom they have supervisory authority. Relationships that may appear consensual, even those that do not involve a supervisory role, may constitute or develop into a violation of the College's Grievance policy. In any of these situations, faculty may find it difficult to argue that a relationship was fully consensual. This policy is also in the [Faculty Code](#), CH II, Art II.

8. The Information Technology Policies ([WCTS Information Security](#))
9. The Smoking Policy ([Whitman Staff Policies and Procedures](#))
10. The Firearms, Explosives, and Other Dangerous Weapons Policy ([Whitman Staff Policies and Procedures](#))
11. Alcohol Policy for Campus Events ([Whitman Staff Policies and Procedures](#))
12. Background Checks ([Whitman Staff Employment](#))
13. Conflict of Interest ([Whitman Staff Policies and Procedures](#))
14. Drug-Free Workplace ([Whitman Staff Policies and Procedures](#))
15. Personal Property ([Whitman Staff Policies and Procedures](#))
16. Reasonable Accommodation for Employees ([Whitman Staff Policies and Procedures](#))

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17. Records Retention ([Whitman Staff Policies and Procedures](#))
 18. Safety Statement ([Whitman Staff Policies and Procedures](#))
 19. Procedures for Whitman Faculty/Staff-Led Trips, Both Domestic and Abroad ([Off Campus Studies, Faculty Information, Faculty-led Trips](#))

B. State and Federal Laws

This Handbook lists some Washington State and Federal laws that are of particular relevance to faculty. This is not an exhaustive list.

1. Americans with Disabilities Act ([Intro to the ADA](#))

Title III of the ADA requires institutions to provide appropriate accommodations to students with disabilities in order to provide them an equal opportunity for academic success. Whitman College is required to provide reasonable adjustments or modifications to practices, policies and procedures, as well as auxiliary aids and services for students with disabilities, unless to do so would fundamentally alter the service, program, or activity, or would result in undue financial and administrative burdens.

Students who have disabilities documented in the Academic Resource Center (ARC) are to be provided with accommodations recommended by the ARC in an individualized and interactive process. The ARC shall then relay the nature of the students' accommodations to the relevant faculty of their classes and programs, who shall then provide the specified accommodations.

Faculty who have concerns that the accommodations requested for students by ARC would modify the fundamental nature of their course or present an undue burden shall discuss these concerns with the Assistant Director of the Academic Resource Center in charge of disability services. Both parties, through an interactive process, shall make a good-faith effort to come to an agreement that is satisfactory and that to the greatest extent possible preserves the student's access to the course or program while also preserving its learning goals and not creating a fundamental alteration of the learning outcomes for the course. If there is difficulty in reaching such an agreement, the faculty in the Department or Program in which the course in question is taught shall be solicited for input and guidance regarding the learning

goals and outcomes for this course. Input by the Department or Program, for example, may include, but is not limited to, information about disciplinary or professional standards and practices, or guidelines for teaching in the discipline. Note that the accommodation as originally specified must be provided to the student until such an agreement is reached or an alternate determination has been made (unless the individual in question poses a direct threat to the health and safety of themselves or others).

Should such an agreement not be reached, the matter shall be brought to the Board of Review in collaboration with a representative from the ARC. The Board of Review and the representative from the ARC shall discuss the elements presented by the faculty member and the proposed accommodations and shall review the documentation provided by the Department and the ARC. This body shall then make a final determination (by a majority vote by those four persons, if necessary) on how the accommodation in question shall be handled, which shall then be implemented by the faculty member and the ARC. It is imperative that this process be completed in a timely manner. The accommodation as originally specified must be provided to the student unless and until an alternate determination has been made (unless he individual poses a “direct threat” as specified above). This policy is also in the [Faculty Code](#), Chapter V, Article X.

2. Religious Accommodations

Whitman College strives to acknowledge and embrace religious diversity on campus. In some instances, religious observances may conflict with scheduled exams, assignments, or required class attendance. In accordance with [RCW 28B.137.010](#), teaching faculty will provide without penalty reasonable accommodations for all students who in writing inform them within the first two weeks of class about their need for religious accommodations in that term. In their syllabi, faculty are required to provide information about this policy (and/or include a link to this policy [Whitman Religious Accommodations](#)) and a link to the Grievance Policy.

A faculty member can craft a policy that is more generous than the one outlined above.

Should a conflict arise with regard to accommodating a religious observance which cannot be resolved by the student and faculty member,

it should be referred to the Department Chair. If it cannot be resolved at the departmental level, it should be referred to the Provost and Dean of the Faculty.

If a faculty member fails to abide by the College's religious accommodations policy, a bias incident report and/or grievance can be pursued to resolve the matter and secure compliance with Washington State law.

3. Washington Anti-Hazing Law (Sam's Law) ([RCW 28B.10.900](#))

[Washington Anti-Hazing Law](#) (Sam's Law) provides that hazing awareness and prevention education must be provided to all students, be part of new student orientation programs, and cover:

- hazing awareness, prevention and intervention;
- the signs and dangers of hazing; and
- institutional prohibition of and policies on hazing.

This law also provides amnesty to anyone who makes a good faith report after witnessing hazing or receiving information that a hazing occurred or will occur, protecting them against sanctions or punishment for related hazing violations.

All faculty must take anti-hazing training.

Finally, this Handbook affirms its support and adherence to several policies in the [Faculty Code](#), including the Absence Policy, as well as other aspects of the Faculty Code which are explicitly noted in the following chapters of this Handbook.