

## REGULATION on Employee Harassment and Sexual Harassment

### Harassment of Employees is Prohibited

Harassment consists of unwelcome conduct, whether verbal, physical or visual, that is based upon a person's protected status, such as sex, race, color, religion, national origin, age, disability, citizenship, marital status, veteran status, sexual orientation, or status in any group protected by applicable federal, state or local law. The College will not tolerate harassing conduct that affects tangible job benefits, interferes unreasonably with an individual's work performance, or that creates an intimidating, hostile, or offensive working environment. Such harassment may include, for example, jokes about another person's protected status, or kidding, teasing or practical jokes directed at a person based on his or her protected status.

### Sexual Harassment of Employee is Prohibited

Sexual harassment deserves additional comment. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when (1) submission to such conduct is made either explicitly or implicitly a term or condition of employment, (2) submission to or rejection of such conduct is used as the basis for any employment decision, (3) or such conduct has the purpose or effect of unreasonably interfering with the individual's work performance or creating an intimidating, hostile, or offensive working environment. Sexual harassment is conduct based on sex, whether directed towards a person of the opposite or same sex, and may include explicit sexual propositions or advances, sexual innuendo, suggestive comments, sexually oriented kidding, teasing or jokes, jokes about obscene printed or visual material or about gender specific traits, display of printed or visual material of a sexual, foul or obscene nature, foul or obscene language or gestures, and physical contact such as patting, pinching, or brushing against another person's body.