

## **POLICY 2.20: STUDENT & EMPLOYEE HARASSMENT & SEXUAL HARASSMENT**

The college doesn't tolerate sexual harassment and is committed to providing and preserving an atmosphere free from harassment in any form. All students and employees have a right to study and work in an environment free from sexual harassment. Sexual harassment is a violation of professional ethics and impedes the primary function of the college.

It's a violation of college policy for any college representative, college personnel or third parties as defined by this policy (definitions below), to harass a student or employee, or to tolerate harassment.

### **Definitions**

#### **Sexual harassment**

Conduct based on sex, whether directed towards a person of the opposite or same sex, which 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.

#### **Harassment**

Unwelcome conduct — whether verbal, physical or visual — 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.

#### **College representative**

The college president or other holder of any executive office on the administrative staff of the college and any member of the college faculty, including, but not limited to, a dean, associate dean, assistant dean, professor, associate professor, assistant professor and a full- or part-time instructor or visiting professor, including a graduate assistant or other student employed on a temporary basis of less than full time as a teacher or instructor of any course or program of academic, business or vocational instruction offered by or through the college.

#### **College personnel**

College employees who don't meet the definition of college representative, volunteers, contractors or persons subject to the supervision and control of the college.

## **Third party**

Persons who don't meet the definition of college representative or college personnel and who are participating in, observing or otherwise engaged in activities, including sporting events and other extracurricular activities, under the auspices of the college.

*Original: 8/04*

*Reviewed: 12/24*

*Revised: 2/15, 5/18, 4/19, 12/24*