A. Introduction

1. Harassment on the basis of sex is a violation of both federal and state laws as well as this District policy. The colleges of the District will provide to all students a learning environment free from sexual harassment, and will not tolerate such conduct on the part of any employee.

2. Any student with a complaint of sexual harassment should immediately report it to his/her counselor or the Chief Student Services Officer. If the counselor or the Chief Student Services Officer is the individual about whom the complaint is to be made, the student should make the complaint directly to the College President or designee. All complaints reported to a counselor or the Chief Student Services Officer shall be immediately reported to the College President. It is the College President's responsibility to see that all complaints of sexual harassment are promptly and thoroughly investigated and properly resolved. No student will suffer reprisals for reporting any incidents of sexual harassment or making a complaint. Violations of this policy by an employee are causes for disciplinary action up to and including termination.

B. General Definitions

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal, written, or physical conduct of a sexual nature. It includes, but is not limited to, circumstances in which:

1. Submission to such conduct is made explicitly or implicitly a term or condition of a student's academic standing or status.

2. Such conduct has the purpose or effect of unreasonably interfering with an individual's academic performance or creating an intimidating, hostile, or offensive learning environment.

3. Submission to or rejection of such conduct is used as the basis for academic success or failure.

C. Forms of Sexual Harassment

Forms of sexual harassment include, but are not limited to, the following:

1. Verbal harassment - Derogatory comments, jokes or slurs;

2. Physical harassment - Unnecessary or offensive touching, or impeding or blocking movement;

3. Visual harassment - Derogatory or offensive posters, cards, cartoons, graffiti, drawings, or gestures; and

4. Sexual favors - Unwelcome sexual advances, requests for sexual favors, and other verbal, written, or physical conduct of a sexual nature upon which is conditioned any educational/academic benefit, or conduct which unreasonably interferes with a student's academic performance or creates an offensive learning environment.
D. Grievance

A student who perceives that he/she has been sexually harassed under the conditions of this policy shall follow the procedures outlined in the "Student Grievance" Policy.