

3
4 **STUDENT SEXUAL HARASSMENT PLAN**
5

6 **A. Introduction**
7

- 8 1. Harassment on the basis of sex is a violation of both federal and state laws as well
9 as this District policy. The colleges of the District will provide to all students a
10 learning environment free from sexual harassment, and will not tolerate such
11 conduct on the part of any employee.
12
13 2. Any student with a complaint of sexual harassment should immediately report it to
14 his/her counselor or the Chief Student Services Officer. If the counselor or the Chief
15 Student Services Officer is the individual about whom the complaint is to be made,
16 the student should make the complaint directly to the College President or
17 designee. All complaints reported to a counselor or the Chief Student Services
18 Officer shall be immediately reported to the College President. It is the College
19 President's responsibility to see that all complaints of sexual harassment are
20 promptly and thoroughly investigated and properly resolved. No student will suffer
21 reprisals for reporting any incidents of sexual harassment or making a complaint.
22 Violations of this policy by an employee are causes for disciplinary action up to and
23 including termination.
24

25 **B. General Definitions**
26

27 Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors,
28 and other verbal, written, or physical conduct of a sexual nature. It includes, but is not
29 limited to, circumstances in which:
30

- 31 1. Submission to such conduct is made explicitly or implicitly a term or condition of a
32 student's academic standing or status.
33
34 2. Such conduct has the purpose or effect of unreasonably interfering with an
35 individual's academic performance or creating an intimidating, hostile, or offensive
36 learning environment.
37
38 3. Submission to or rejection of such conduct is used as the basis for academic
39 success or failure.
40

41 **C. Forms of Sexual Harassment**
42

43 Forms of sexual harassment include, but are not limited to, the following:
44

- 45 1. Verbal harassment - Derogatory comments, jokes or slurs;
46
47 2. Physical harassment - Unnecessary or offensive touching, or impeding or blocking
48 movement;
49
50 3. Visual harassment - Derogatory or offensive posters, cards, cartoons, graffiti,
51 drawings, or gestures; and
52
53 4. Sexual favors - Unwelcome sexual advances, requests for sexual favors, and other
54 verbal, written, or physical conduct of a sexual nature upon which is conditioned any
55 educational/academic benefit, or conduct which unreasonably interferes with a
56 student's academic performance or creates an offensive learning environment.

57
58
59
60
61
62
63
64
65
66
67
68
69
70
71
72
73
74
75

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.

APPROVED: 8/8/91