



<b>DIVISION</b>	<b>POLICY NUMBER</b>
II. College Employees and Students	2.01.01 [1]
<b>CATEGORY</b>	<b>DATE</b>
2.01.01 Prohibition of Sexual Discrimination, Harassment and Misconduct	Adopted 11/87 Revised 6/93, 12/01, 5/11, 6/16

2.01.01      PROHIBITION OF SEXUAL DISCRIMINATION, HARASSMENT AND MISCONDUCT

I.      Purpose

The College is committed to maintaining a safe and healthy educational and employment environment that is free from discrimination, harassment and misconduct on the basis of sex, which includes sexual orientation or gender-related identity.

Sex discrimination includes sexual harassment, sexual misconduct and sexual violence. It is the policy of College that no staff member, student or other members of the College Community shall be subject to sexual discrimination, harassment or misconduct.

Students found to have violated this policy will be subject to disciplinary action up to and including expulsion from the College.

Employees found to have violated this policy will be subject to disciplinary action up to and including termination from employment with the College.

II.      Jurisdiction

This Policy applies to students, faculty, staff, appointees, or third-parties, regardless of sexual orientation or gender-identity, whenever the misconduct occurs:

- A. On College property; or
- B. Off College property if:
  1. The conduct was in connection with a College or College-recognized program or activity; or
  2. The conduct may have the effect of creating a hostile environment for a member of the College Community.

III.      Title IX Coordinator

The College has designated the Vice President of Student Development as the Title IX Coordinator and the Dean of Students and the Executive Director of Human Resources as the Deputy Title IX Coordinators.



<b>BOARD POLICIES</b>
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<b>DIVISION</b> II. College Employees and Students	<b>POLICY NUMBER</b> 2.01.01 [2]
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IV. Retaliation Prohibited

Any form of retaliation, including intimidation, threats, harassment and other adverse action taken or threatened against any complainant or person reporting or filing a complaint alleging sexual discrimination, harassment or misconduct or any person cooperating in the investigation of such allegations (including testifying, assisting or participating in any manner in an investigation) is strictly prohibited.

V. Implementing Procedures

The College will maintain and publish procedures implementing this policy which set forth:

- Definitions of prohibited conduct;
- Responsibilities of and contact information for the College’s Title IX Coordinator and Deputy Title IX Coordinators;
- Options for assistance following an incident of sexual discrimination, harassment and/or misconduct;
- Procedures for reporting and confidentially disclosing sexual discrimination, harassment and/or misconduct;
- Complaint investigation and appeal procedures;
- Prevention and education programming provided to College students; and
- Training and education provided to the Title IX Coordinator, Deputy Title IX Coordinators, Department of Human Resources, College Police, Responsible Employees, victim advocates, and anyone else involved in responding to, investigating or adjudicating sexual discrimination, harassment and misconduct incidents.