

SEXUAL HARASSMENT PREVENTION AND COMPLAINTS UNDER TITLE IX

I. PHILOSOPHY

All forms of sexual harassment are contrary to basic standards of conduct between individuals. State and federal law and this policy prohibit sexual harassment and the District will not tolerate sexual harassment.

The District is committed to providing an academic and work environment that respects the dignity of individuals and groups. The District shall be free of sexual harassment and all forms of sexual intimidation and exploitation including acts of sexual violence.

II. FREE FROM RETALIATION

The District seeks to foster an environment in which all employees, students, applicants for employment, and applicants for admission feel free to report incidents of sexual harassment in violation of this policy without fear of retaliation or reprisal. Therefore, the District strictly prohibits retaliation against any individual for filing a complaint of sexual harassment in violation of this policy or for participating, or refusing to participate, in a sexual harassment investigation.

The District will investigate allegations of retaliation pursuant to its Title IX procedures swiftly and thoroughly. If the District determines that retaliation has occurred, the District will take reasonable steps within its power to stop such conduct and remedy any discriminatory effects of the retaliation.

III. REPORTING

Any employee, student, applicant for employment, or applicant for admission who believes they have been harassed or retaliated against in violation of this policy should immediately report such incidents by following the procedures described in Administrative Regulation 3433 *Sexual Harassment Prevention and Complaints under Title IX*.

The District requires all management team members to report all incidents of harassment and retaliation that come to their attention.

IV. APPLICABILITY

This policy applies to all aspects of the academic environment, including but not limited to classroom conditions, grades, academic standing, employment opportunities, scholarships, recommendations, disciplinary actions, and participation in any community college activity. In addition, this policy applies to all terms and conditions of employment, including but not

limited to hiring, placement, promotion, disciplinary action, layoff, recall, transfer, leave of absence, training opportunities, and compensation.

V. EDUCATION, TRAINING, AND NOTIFICATION

The Chancellor shall ensure that the District undertakes education and training activities to counter sexual harassment and to prevent, minimize, or eliminate any hostile environment that impairs access to equal education opportunity or impacts the terms and conditions of employment.

The District will publish and publicize this policy and related written regulations (including the procedure for making and investigating complaints) to management team, faculty, classified professionals, students, applicants for employment, and applicants for admission, particularly when they are new to the institution. The District will make this policy and related written regulations (including the procedures for making complaints) available in all administrative offices and will post them on the District's website.

VI. REGULATIONS

The Chancellor shall establish regulations:

- A. Defining sexual harassment on campus.
- B. Providing for the investigation and resolution of complaints regarding sexual harassment in violation of this policy and related regulations to resolve complaints of sexual harassment in violation of this policy for employees, students, and other members of the campus community.

VII. VIOLATIONS

Employees who violate this policy and related regulations may be subject to disciplinary action up to and including termination. Students who violate this policy and related regulations may be subject to disciplinary measures up to and including expulsion. Volunteers or unpaid interns who violate this policy and related regulations may be subject to disciplinary measures up to and including termination from the volunteer assignment, internship, or other unpaid work experience program. Vendors and contractors who violate this policy and related regulations may be subject to contract termination.

References:

Title IX of the Education Amendments Act of 1972
34 Code of Federal Regulations Part 106