

POLICY AGAINST SEXUAL HARASSMENT

Implementing Statement

What is Sexual Harassment?

Sexual harassment is a form of sex discrimination, which is illegal under state and federal law and is also prohibited by the Board of Trustees' Nondiscrimination Policy. The Board's policy recognizes that sexual harassment undermines the integrity of employer-employee and student-faculty-staff relationship and interferes with the right of all members of the College community to work and learn in an environment free from harassment. Such conduct will not be tolerated.

Sexual harassment may be described as:

Any unwelcome sexual advance or request for sexual favors, or any conduct of a sexual nature where (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or education, (2) submission to or rejection of such conduct by an individual is used as a basis for employment or academic decisions affecting the individual, or (3) such conduct has the purpose or effect of substantially interfering with an individual's academic or work performance or creating an intimidating, hostile or offensive employment or educational environment.

Sexual harassment may be verbal, visual or physical. It may be overt or implicit and may, but need not, have tangible adverse effects on the victim's employment or learning experience.

Examples of conduct which may constitute sexual harassment include but are not limited to:

- Sexual flirtation, touching, advances or propositions
- Verbal abuse of a sexual nature
- Pressure to engage in sexual activity
- Graphic or suggestive comments about an individual's dress or appearance
- Use of sexually degrading words to describe an individual
- Display of sexually suggestive objects, pictures or photographs
- Sexual jokes
- Stereotypic comments based upon gender
- Threats, demands or suggestions that retention of one's employment or educational status is contingent upon toleration of or acquiescence in sexual advances.

The perpetrator of sexual harassment, like the victim of such conduct, may be a man or a woman. Sexual harassment may involve individuals of the same or opposite sex and, in the College environment, may involve an employee and a student, an employee and another employee, or a student and another student. Harassment in any of these relationships is a violation of the Board's policy.



ALL NEW HIRES

You will find a copy of the Board Policy Against Sexual Harassment, which was recently revised in two respects on our Human Resources website.

- ❖ Romantic/sexual liaisons between a faculty member or a professional staff member and a student for whom that staff member has teaching, advisory or other supervisory responsibility are prohibited.
- ❖ The time frame for filing a student complaint of sexual harassment is extended to 180 days of the date the student knew or should have known of the alleged harassment.

These changes were adopted because relations between faculty members/professional staff members and students, by definition, involve an imbalance in power and can sometimes be abused. Moreover, in the event of a judgment that sexual harassment has occurred, the risk of liability for a college, not to mention the potential exposure for the faculty member/professional staff member is very high. We hope that prohibition of faculty-student and professional staff member-student dating in the circumstances described in the revised policy will serve as an additional deterrent to sexual harassment and thereby protect the institution, its students and its employees.

If you have any questions concerning the application of the described prohibition to your situation, it is recommended that they be resolved in favor of abstaining from a romantic or sexual liaison with a student for whom you have or may have supervisory responsibility. If necessary, you may seek advice from your dean as to whether a particular relationship involves supervisory responsibility.

I would like to thank you in advance for your attention to the system policy and for your cooperation in ensuring that there is no place for sexual harassment at Gateway Community College.

Sincerely,

A handwritten signature in blue ink that reads "Dorsey L. Kendrick".

Dr. Dorsey L. Kendrick, Ph.D.
President

Attachment

Please sign this letter below to indicate that you have received and read this letter and the Policy Against Sexual Harassment. Return the signed copy to the Human Resources Office Thank you.

Signature

Print Name

Date