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4 **PROHIBITION OF HARASSMENT**
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6 The District is committed to providing an academic and work environment that respects the
7 dignity of individuals and groups. The District shall be free of sexual harassment and all forms of
8 sexual intimidation and exploitation. It shall also be free of other unlawful harassment, including
9 that which is based on any of the following statuses: race, color, religion, ancestry, national
10 origin, disability, sex (i.e. gender), sexual orientation, or the perception that a person has one or
11 more of the foregoing characteristics.
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13 Harassment based on any of the following statuses is prohibited and will not be tolerated; race,
14 color, religion, ancestry, national origin, disability, gender, or sexual orientation, or the perception
15 that a person has one or more of the foregoing characteristics.
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17 Sexual harassment violates state and federal laws, as well as this policy, and will not be
18 tolerated. It is also illegal to retaliate against any individual for filing a complaint of sexual
19 harassment or for participating in a sexual harassment investigation, and retaliation constitutes a
20 violation of this policy.
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22 Sexual harassment is further defined as unwelcome sexual advances, requests for sexual favors
23 and other conduct of a sexual nature when:
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- 25 • Submission to the conduct is made a term or condition of an individual's employment,
26 academic status, or progress;
- 27 • Submission to or rejection of the conduct by the individual is used as a basis of
28 employment or academic decisions affecting the individual;
- 29 • The conduct has the purpose or effect of having a negative impact upon the individual's
30 work or academic performance, or of creating an intimidating, hostile or offensive work or
31 education environment; or
- 32 • Submission to or rejection of the conduct by the individual is used as the basis for any
33 decision affecting the individual.
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35 This policy applies to all aspects of the academic environment, including but not limited to
36 classroom conditions, grades, academic standing, employment opportunities, scholarships,
37 recommendations, disciplinary actions, and participation in any community college activity. In
38 addition, this policy applies to all terms and conditions of employment, including but not limited to
39 hiring, placement, promotion, disciplinary action, layoff, recall, transfer, leave of absence, training
40 opportunities and compensation.
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42 To this end, the Chancellor shall ensure that the institution undertakes education activities to
43 counter discrimination and minimize and eliminate a hostile environment that impairs access to
44 equal education opportunity (Education Code 66252).
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46 The Chancellor shall establish procedures that define sexual harassment and other forms of
47 harassment on campus. The Chancellor shall further establish procedures for employees,
48 students, and other members of the campus community that provide for the investigation and
49 resolution of complaints regarding sexual harassment and discrimination, and procedures for
50 students to resolve complaints of sexual and other harassment and discrimination. All
51 participants are protected from retaliatory acts by the District, its employees, students, and
52 agents.
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54 This policy and related written procedures shall be widely published and publicized to
55 administrators, faculty, staff, and students, particularly when they are new to the institution. They
56 shall be available for students and employees in all administrative offices.

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Employees who violate the policy and procedures may be subject to disciplinary action up to and including termination. Students who violate this policy and related procedures may be subject to disciplinary measures up to and including expulsion.

Reference: Education Code Sections 212.5; 66252; 66281.5

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