

Chapter 3 - General Institution

BP 3433 -- Prohibition of Sexual Harassment under Title IX

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 College will not tolerate sexual harassment. The College is committed to providing an academic and work environment that respects the dignity of individuals and groups. The College shall be free of sexual harassment.

The College seeks to foster an environment in which all employees, students, applicants for employment, and applicants for admission, and other individuals participating or attempting to participate in the College's education program or activity feel free to report incidents of sexual harassment in violation of this policy, without fear of retaliation or reprisal. Therefore, the College also strictly prohibits retaliation 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 College will investigate all allegations of retaliation pursuant to its Title IX procedures. If the College determines that someone has retaliated, it will take all reasonable steps within its power to stop such conduct. Individuals who engage in retaliatory conduct are subject to disciplinary action, up to and including termination or expulsion.

Any employee, student, applicant for employment, or applicant for admission who believes that he/she/they has been harassed or retaliated against in violation of this policy should report such incidents immediately by following the procedures described in procedure #1751, Sexual Harassment, Discrimination and Misconduct (AP 3434 Responding to Sexual Harassment under Title IX).

To this end the President shall ensure that the institution undertakes education and training activities to counter sexual harassment and to prevent, minimize, or eliminate any sexual harassment that impairs access to equal education opportunity or impacts the terms and conditions of employment.

The President shall establish procedures that define sexual harassment. The President shall further establish procedures that provide for the investigation and resolution of complaints regarding sexual harassment in violation of this policy, and procedures to resolve complaints of sexual harassment in violation of this policy.

The College will publish and publicize this policy and related written procedures (including the procedure for making complaints) to administrators, faculty, staff, students, applicants for employment, and applicants for admission, particularly when they are new to the institution. The College will make this policy and related written procedures (including the procedures for

making complaints) available in all administrative offices and will post them on the College's website.

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. Volunteers or unpaid interns who violate this policy and related procedures may be subject to disciplinary measure up to and including termination from the volunteer assignment, internship, or other unpaid work experience program.

July 26, 2006

Adopted College Board of Education

September 23, 2009; April 17, 2013; June 17, 2015; March 20, 2019; July 22, 2020; April 15, 2026

Revised College Board of Education

References:

Former Policy Number: 1751

BP 3433–OCCA Board Policy and Procedure Program

Title IX of the Education Amendments Act of 1972

34 Code of Federal Regulations Part 106

