

Anti-Harassment

Policy HR 05.19

Board of Trustees Approval Date: 04/28/93

Revision Date(s): 12/03/03; 03/22/06; 03/26/14

Revision Responsibility: Equal Employment Opportunity Officer

Comments: References from SBCCC, Chapter 2, Section 0700. See MCC Employee Grievance and Due Process Policy HR 05.15.

The College is committed to providing an educational and employment environment free from all forms of intimidation, hostility, offensive behavior, discrimination, and harassment. This policy is intended to cover harassment complaints made by or against employees of Mitchell Community College. Complaints regarding perceived harassment involving students are addressed in the Mitchell Community College's *Student Handbook*.

Harassment is a form of misconduct that undermines the integrity of the learning environment. This policy covers any misconduct that is unwelcome, unwanted and uninvited by any employee, vendor, agent or non-employee while engaged in any institutionally sponsored activity at or during any College-sanctioned activity, such as fieldtrips. This conduct will not be tolerated on any campus location.

All forms of harassment related to an employee's race, color, religion, gender, national origin, age, disability, genetic information or any other characteristic protected by law constitute violations of this policy. With respect to sexual harassment in particular, the definition is as follows:

Unwelcome sexual advances, requests for sexual favors, and other verbal, graphic or physical conduct of a sexual nature, when (1) submission to such conduct is made either explicitly or implicitly a term or a condition of an individual's employment; (2) submission to or a rejection of such conduct by an individual is used as a basis for employment decisions affecting individuals or, (3) such conduct has a purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

While on campus this policy can be viewed by accessing Human Resources on SharePoint.