

General Institution

1 BP 3433 PROHIBITION OF SEXUAL HARASSMENT UNDER TITLE IX

2 References:

- 3 Title IX of the Education Amendments Act of 1972;
- 4 34 Code of Federal Regulations Part 106;
- 5 Administrative Procedure 3434

6 All forms of sexual harassment, as described in Administrative Procedure 3434, are
7 contrary to basic standards of conduct between individuals. State and federal law and
8 this policy prohibit sexual harassment and the District will not tolerate sexual harassment.
9 The District is committed to providing an academic and work environment that respects
10 the dignity of individuals and groups. The District shall be free of sexual harassment and
11 all forms of sexual intimidation and exploitation including acts of sexual violence.

12 The District seeks to foster an environment in which all employees, students, applicants
13 for employment, and applicants for admission feel free to report incidents of sexual
14 harassment in violation of this policy and Title IX, without fear of retaliation or reprisal.
15 Therefore, the District also strictly prohibits retaliation against any individual for filing a
16 complaint of sexual harassment in violation of this policy and Title IX or for participating,
17 or refusing to participate, in a sexual harassment investigation. The District will
18 investigate all allegations of Title IX retaliation swiftly and thoroughly. If the District
19 determines that someone has retaliated, it will take reasonable steps within its power to
20 stop such conduct. Individuals who engage in Title IX retaliatory conduct are subject to
21 disciplinary action, up to and including termination or expulsion.

22 Any employee, student, applicant for employment, or applicant for admission who
23 believes he/she/they has been harassed or retaliated against in violation of this policy
24 should immediately report such incidents by following the procedures described in AP
25 3434 titled Responding to Harassment Based on Sex under Title IX. The District requires
26 supervisors to report all incidents of harassment and retaliation that come to their
27 attention.

28 This policy applies to all aspects of the academic environment, including but not limited
29 to classroom conditions, grades, academic standing, employment opportunities,
30 scholarships, recommendations, disciplinary actions, and participation in any community
31 college activity. In addition, this policy applies to all terms and conditions of employment,
32 including but not limited to hiring, placement, promotion, disciplinary action, layoff, recall,
33 transfer, leave of absence, training opportunities, and compensation.

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

38 The President/Superintendent shall establish procedures that define sexual harassment
39 on campus. The President/Superintendent shall further establish procedures for
40 employees, students, and other members of the campus community that provide for the
41 investigation and resolution of complaints regarding sexual harassment in violation of this
42 policy, and procedures to resolve complaints of sexual harassment in violation of this
43 policy. State and federal law and this policy prohibit retaliatory acts against all participants
44 by the District, its employees, students, and agents.

45 The District will publish and publicize this policy and related written procedures (including
46 the procedure for making complaints) to administrators, faculty, staff, students, applicants
47 for employment, and applicants for admission, particularly when they are new to the
48 institution. The District will make this policy and related written procedures (including the
49 procedures for making complaints) available in all administrative offices and will post them
50 on the District's website.

51 Employees who violate the policy and procedures may be subject to disciplinary action
52 up to and including termination. Students who violate this policy and related procedures
53 may be subject to disciplinary measures up to and including expulsion. Volunteers or
54 unpaid interns who violate this policy and related procedures may be subject to
55 disciplinary measure up to and including termination from the volunteer assignment,
56 internship, or other unpaid work experience program.

57 Office of Primary Responsibility: Vice President, Human Resources

Date Adopted: June 2, 2021
Date Reviewed: April 12, 2023