

General Institution

BP 3433 PROHIBITION OF SEXUAL HARASSMENT UNDER TITLE IX

References:

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

The District recognizes that sex discrimination, including sexual harassment and violence, harms all students, undermines students' physical safety, impedes students' ability to learn, and can reinforce social inequality throughout a student's lifetime. The District has a responsibility to make reasonable efforts to respond effectively when sexual harassment is reported to, or observed by, District employees.

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

The District 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 District's education program or activity feel free to report incidents of sexual harassment in violation of this policy and Title IX, without fear of retaliation or reprisal. Therefore, the District also strictly prohibits retaliation against any individual for filing a complaint of sexual harassment in violation of this policy and Title IX or for participating, or refusing to participate, in a sexual harassment investigation. The District will investigate allegations of retaliation pursuant to its Title IX procedures. If the District determines that someone has retaliated, it will take 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 he/she/they has been harassed or retaliated against in violation of this policy should immediately report such incidents by following the procedures described in AP 3434 titled Responding to Sexual Harassment under Title IX.

This policy applies to all aspects of the academic environment, including but not limited to classroom conditions, grades, academic standing, employment opportunities,

35 scholarships, recommendations, disciplinary actions, and participation in any community
36 college activity. In addition, this policy applies to all terms and conditions of employment,
37 including but not limited to hiring, placement, promotion, disciplinary action, layoff, recall,
38 transfer, leave of absence, training opportunities, and compensation.

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

43 The President/Superintendent shall establish procedures that define sexual harassment.
44 The President/Superintendent shall further establish procedures for employees, students,
45 and other members of the campus community that provide for the investigation and
46 resolution of complaints regarding sexual harassment in violation of this policy, and
47 procedures to resolve complaints of sexual harassment in violation of this policy.

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

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

60 Office of Primary Responsibility: Vice President, Human Resources

Date Adopted: June 2, 2021

Date Revised: July 16, 2025

Date Reviewed: April 12, 2023