



Board Policy

Adopted: October 11, 2004

Revised: November 9, 2015

HARASSMENT/OFFENSIVE CONDUCT POLICY

Policy:

It is the policy of Robeson Community College to promote a productive work environment and not to tolerate verbal or physical conduct by any employee that harasses, disrupts, or interferes with another's work performance or that creates an intimidating, offensive, or hostile environment.

Comments/Clarifications:

Employees are expected to maintain a productive work environment that is free from harassing or disruptive activity, including sexual harassment or any form of discrimination.

No form of harassment will be tolerated, including harassment for the following reasons: race, national origin, religion, disability, pregnancy, age, military status, or sex.

For the purposes of this policy, the following definitions apply:

1. Discrimination is unfavorable treatment with regard to a term or condition of employment, or participation in an academic program or activity based upon age, color, disability, gender identity, genetic information, national origin, race, religion, sex (including pregnancy), sexual orientation, or veteran status. Discrimination includes the denial of a request for a reasonable accommodation based upon disability or religion.
2. Harassment is any unwelcome conduct based upon age, color, disability, gender identity, genetic information, national origin, race, religion, sex (including pregnancy), sexual orientation, or veteran status that either creates a quid pro quo situation or a hostile environment.
3. Sexual violence is physical acts perpetrated against a person's will or where a person is incapable of giving consent (e.g., due to the student's age or use of drugs or alcohol or because an intellectual or other disability prevents the student from having the capacity to give consent).

Sexually harassing or offensive conduct at any college work or class site or any college sponsored activity or when representing the college, whether committed by supervisors, managers, non-supervisory employees, or non-employees is prohibited. This conduct includes but is not limited to:

1. Unwanted physical contact or conduct of any kind, including sexual flirtations, touching, advances, or propositions;
2. Verbal harassment of a sexual nature, such as lewd comments, sexual jokes or references, and offensive personal references;

- Demeaning, insulting, intimidating, or sexually suggestive comments about an individual;
3. The display in the workplace of demeaning, insulting, intimidating, or sexually suggestive objects, pictures, or photographs;
 4. Demeaning, insulting, intimidating, or sexually suggestive written, recorded, or electronically transmitted messages (such as email, instant messaging, and Internet materials).

Employees should report incidents of harassment or offensive conduct to the immediate supervisor, vice-president, and/or Title IX Coordinator for review, investigation, and resolution. Any employee who is found to have violated this policy will be subject to appropriate disciplinary action, up to and including termination. The College prohibits any form of retaliation against employees for reporting bona fide complaints or providing information about harassment. The College will take steps to prevent recurrence of any sexual violence and to remedy discriminatory effects on a complainant and others, as appropriate.

This policy complies with 1C SBCCC 200.94 and 200.95 requirements as authorized by Section 115D of the NC General Statutes, and it is in accordance with Federal Title IX Laws.

-----End of Policy-----