

GCCC Policy Add Template

Category: Personnel

Division: HUMAN RESOURCES

Department: [Click here to enter text.](#)

Policy Title: SEXUAL HARASSMENT

Policy Statement: Sexual harassment will not be tolerated at Garden City Community College. Sexual harassment of employees or students of the college by members of the Board of Trustees, administrators, professional and support personnel, students, vendors, or any others having business or other contact with the college is strictly prohibited.

Sexual harassment includes, but is not limited to, unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or success in course work;
2. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions or grade determinations affecting such individual; or
3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work or instruction program performance, or creates an intimidating, hostile or offensive environment.
4. Use of a professional position to solicit or gain sexual or other favors or items of value from students in exchange for grades, jobs, or other preferential treatment of any kind.

Examples of actions or behaviors that may be considered sexual harassment are:

- unwelcome suggestive comments about physical appearance
- unwelcome "humor" or "jokes" that are sexual or sex-based
- unwelcome touching
- unwelcome sexual advances
- requests for sexual favors
- threats that an employee could be fired or in some way made to suffer if they don't sexually submit

No college employee or student shall sexually harass, be sexually harassed, or fail to report or refer a complaint of sexual harassment for investigation. Complaints of sexual harassment will be promptly investigated and resolved. Initiation of a complaint of sexual harassment will not adversely affect the employee's compensation or work assignment. Violation of this policy prohibiting sexual harassment shall result in disciplinary action, up to and including termination of any employee determined to have engaged in the sexual harassment of others.

Any act of retaliation against any person who has filed a complaint, testified, assisted or participated in an investigation of a harassment complaint is prohibited. Any person who retaliates is subject to immediate disciplinary action, up to termination of employment.

Procedures: [Click here to enter text.](#)

Contacts: Director of Human Resources

Approved Date: 7/1/2015

Policy History: [Click here to enter text.](#)

Keywords: SEXUAL, HARASSMENT, Retaliation

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