

**CLOVER PARK TECHNICAL COLLEGE
POLICY**

CHAPTER 2	SECTION 2	TITLE NONDISCRIMINATION AND SEXUAL HARASSMENT POLICY	Adopted 1992	HISTORY Campus Forum	Reviewed
			Revised 2016		Next review

POLICY

Clover Park Technical College is committed to providing equal employment and educational opportunities without regard to race, color, sex/gender, gender identity, religion, creed, age, marital status, national origin, sexual orientation, veterans' status, or the presence of any physical, sensory, or mental disability.

Employees, students, volunteers, and other persons having business with the College have a right to be free from any unlawful discrimination in their relationship with the College. Therefore, the College prohibits persons who are subject to its control or direction from engaging in discriminatory behavior on the basis of any of these protected statuses. Any person who has been found, after appropriate and thorough investigation, to have discriminated against another will be subject to appropriate counseling and/or corrective or disciplinary action.

Specifically prohibited is any sexual harassment, which is a form of sex/gender discrimination. Sexual harassment is unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when (a) submission to such conduct is made, either explicitly or implicitly, a term or condition of an individual's employment or education, (b) submission to or rejection of such conduct is used as the basis for decisions affecting the employee or student, or (c) such behavior has the purpose or effect of unreasonably interfering with an individual's work performance or education by creating an intimidating, hostile, or offensive working/learning environment. Sexual harassment can be in the form of *verbal* behavior, such as unwelcome comments, suggestions, jokes, or requests of a sexual nature, and/or *non-verbal* behavior, such as gestures, leering, displaying sexually suggestive objects or pictures, touching, or assault.

Sexual harassment and all other forms of unlawful discrimination are included here in the term "discrimination". Accommodation by the College for a disability is addressed in Chapter 2 Section 21.

Retaliation against anyone who reports discrimination, participates in investigation of a complaint, or is an alleged violator ("respondent") is also prohibited.

APPROVAL:

By: 

Dr. Lonnie L. Howard

Date: 23 Mar 16

Board Chair Review: 

Date: 4/13/2016