

702 Harassment and Discrimination Policy

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Cankdeska Cikana Community College (CCCC) is committed to providing a work environment free of any form of harassment or discrimination (lawful or unlawful). CCCC does not discriminate in educational programs, activities, or employment practices, based on race, color, national origin, gender, sexual orientation, disability, age, religion, ancestry, or any other legally protected classification. Announcement of this policy is in accordance with Federal Law, including Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, and the Americans with Disabilities Act of 1990.

CCCC will not tolerate verbal or physical conduct by an employee which harasses, disrupts, or interferes with another's work performance.

Prohibited harassment or discrimination includes any verbal, physical, or visual conduct based on sex, race, age, national origin, disability, or any other legal protected basis if:

- a. Explicitly or implicitly making submission to the conduct, a term or condition of an individual's employment;
- b. Using submission or rejection of such conduct as a basis for decisions concerning that individual's employment; or
- c. The conduct substantially interferes with the individual's work performance or creates an intimidating, hostile, or offensive work environment.

Prohibited harassment includes unwelcome sexual advances, sexual flirtations, request for sexual favors and lewd, degrading, vulgar or obscene remarks, offensive comments and jokes, posters or cartoons, and any unwelcome touching, pinching, or other physical contact. Other forms of unlawful harassment or discrimination may include racial epithets, slurs, and derogatory remarks, stereotypes, jokes, posters or cartoons based on race, national origin, age, disability, marital status, or other legally protected categories.

CCCC is opposed to harassing conduct in the workplace or elsewhere, whether committed by supervisory or non-supervisory personnel or students. Personal, sexual, or intimate relationships among a staff member (including a faculty member) and a student, where the staff member or faculty member is in a position of authority over the student, such as, but not limited to the relationship among an instructor and a student, administration official and a student, or security guard and a student are strictly prohibited. This conduct is considered "fraternization" and is strictly prohibited even if consensual, unless the parties involved are married or involved in an intimate relationship prior to the staff or faculty member assuming a position of authority over the student.

See 704 for Sexual and Gender-Based Misconduct Policy and 705 for Sexual and Gender-Based Misconduct Procedures in compliance with Title IX of the Education Amendments of 1972; relevant sections of the Violence Against Women Reauthorization Act; and Title VII of the Civil Rights Act of 1964; and the regulations put forth by the Office for Civil Rights.