

3354:2-20-74 Sexual Harassment or Harassment

<u>CONTINUING Admin. & S/P</u>	<u>TEMPORARY Admin. & S/P</u>	<u>TENURE-TRACK Faculty</u>	<u>NON-TENURE TRACK Faculty</u>
<input checked="" type="checkbox"/> Full-time	<input checked="" type="checkbox"/> Full-time	<input checked="" type="checkbox"/> Full-time	<input checked="" type="checkbox"/> Temporary
<input checked="" type="checkbox"/> Partial-year	<input checked="" type="checkbox"/> Partial year		<input checked="" type="checkbox"/> Part-time
<input checked="" type="checkbox"/> Part-time	<input checked="" type="checkbox"/> Part-time		
<u>Staff</u>	<u>Staff</u>		
<input checked="" type="checkbox"/> Full-time	<input checked="" type="checkbox"/> Full-time		
<input checked="" type="checkbox"/> Partial-year	<input checked="" type="checkbox"/> Partial-year		
<input checked="" type="checkbox"/> Part-time	<input checked="" type="checkbox"/> Part-time		

- (A) It is the policy of Lakeland Community College, in compliance with Title VII of the Civil Rights Act, state law, and the Campus Safety Act, as amended, to provide an educational environment and workplace free of harassment of all kinds, including, but not limited to, sexual harassment:
- (1) Sexual harassment is defined as unwelcomed or unsolicited sexual advances, requests or demands for sexual favors or other verbal or physical conduct of a sexual nature when:
- (a) Submission to such conduct is made either explicit or implicitly a term or condition of an individual's employment (including hiring or retention) or student status.
- (b) Submission to or rejection of such conduct is used as the basis for decisions affecting that individual in regard to employment (raises, job or work assignments, discipline, etc.) or to student status (grading, references, assignments, etc.).
- (c) Sexual harassment or harassment has the purpose or effect of unreasonably interfering with an individual's work performance or educational experience or creates an intimidating, hostile, or offensive work and/or educational environment.
- (2) Sexual harassment or harassment is considered a misconduct and will subject an employee or student to disciplinary action consistent with Board policy, administrative procedures, and appropriate law.
- (3) Consistent with the Campus Safety Act, the college will provide for proactive educational programming, assistance to victims of sex offenses, and procedures for notification of appropriate administrators when an offense occurs.

Replaces: 3354:2-20-74

Effective: 03/06/2003

CERTIFIED ELECTRONICALLY

Certification

03/13/2015

Date

Promulgated Under: 111.15
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