

HARASSMENT/SEXUAL HARASSMENT

In order to promote an educational and work environment free of harassment, the goal of the College is to comply with both the spirit and intent of all federal, state, and local laws which relate to harassment and sexual harassment.

Harassment is defined as verbal or physical conduct which has the intent or effect of unreasonably interfering with the educational or work performance of individuals at the College.

Harassment also includes the creation of an intimidating, hostile, or offensive educational or work environment.

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, sexual demands or other verbal, physical, or visual conduct which may be perceived as explicitly or implicitly affecting educational or employment decisions concerning an individual.

It should be noted that all definitions and terms contained in the United States Equal Opportunity Commission (EEOC) guidelines may from time to time be amended, and are hereby incorporated into this policy. EEOC guidelines are accepted by Northeast Community College.

Original policy date: 09/12/85 (Code 5105.d - Item #4333)

Revision date: 05/14/92 (Code 4106 - Item #6183)

Revision date: 11/10/94 (Code 4106 - Item #7035)

Revision date: 12/14/00 (Code 4106 - Item #8839)