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## STUDENT LIFE

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## Definition of Harassment

The college expressly prohibits any form of employee intimidation or harassment based on age, race, sex, creed, color, national origin, religion, or sexual orientation. Harassment denies an individual dignity and respect and may take on different forms including, but not limited to, threats, derogatory comments, unwelcome jokes, insults, slurs, and other similar conduct.

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

- (1) submission to such conduct is made either explicitly or implicitly a term or condition or employment;
- (2) submission to or rejection of such conduct is used as the basis for decisions affecting an individual's employment; or
- (3) such conduct has the purpose or effect of interfering unreasonably with an individual's work performance or creating an intimidating, hostile, or offensive working or learning environment. Offensive comments, jokes, innuendoes and other sexually oriented statements are also expressly prohibited.

### *Examples*

The following list contains examples of behavior and conduct that the college considers inappropriate. This list is not inclusive, but rather is intended to serve as an example of the types of behavior and conduct considered unacceptable.

### *Verbal Examples*

Degrading words used to describe an individual or group of persons; Threats of any kind; Comments or inquiries about dating, marital status, sexual activities, or sexual orientation; Request for sexual favor with threat (implied or overt) of job, promotion, transfer, grade or other academic or employment benefit; Abusive or hostile personal or gender related remarks; Patronizing remarks (i.e. little girl, boy, referring to an adult as "girl", "boy", "hunk", "doll", "honey", "sweetie", "women's work"); Innuendoes, teasing, jokes, derogatory or dismissive comments; Starting or spreading rumors; Whistling, hooting, growling, lip smacking, kissing noises.

### *Visual Examples*

Gestures that are insulting or belittling; Circulating or displaying written or pictorial material that is offensive or belittling (pictures, jokes, cartoons, posters, or reading material); Offensive manner of communication (e.g. leering, lewd gestures, body positioning - blocking a person's path, eye contact that is intimidating, ogling or staring at body parts, making facial expressions); Notes and letters of a personal nature which are sexist, degrading, intimidating, or offensive; Wearing inappropriate or sexually suggestive clothing.

### *Physical Examples*

Unwanted physical contact: Hugging, kissing, patting, stroking, pinching or grabbing, rubbing one's self around another person, brushing against a person; touching the person's clothing, hair or body; giving a massage around the neck or shoulders; revealing parts of the body in violation of common decency; Persistent following (stalking); Persistently disrupting an individual's work, work space, or equipment, or interfering with his or her personal property; Flirtation between a superior

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and subordinate which is disruptive to the work environment (See policy on Consensual Relationships); Physically forcing sexual activity on someone including any form of assault or rape. Physical violence or any means of intimidation to discourage employees from pursuing complaints including retaliatory acts based on an employee having filed a charge of harassment.

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