

**POLICY
BOARD OF TRUSTEES
MAYLAND COMMUNITY COLLEGE**

Title: SEXUAL HARASSMENT

Type: PERSONNEL

POLICY NO: 4.005

Policy Adopted on September 11, 1989

EFFECTIVE DATE: 6-14-99

AMENDED DATE: 8-8-94/6-9-97/6-14-99

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Chairman

AUTHORITY: 23 NCAC2C.0209

Section 1. Definition of Sexual Harassment

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature shall constitute sexual harassment when:

- (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's academic or job performance; or
- (2) submission to or rejection of such conduct by an individual is used as a basis or academic or employment decisions affecting such individual; or
- (3) such conduct has the purpose or effect of unreasonably interfering with an individual's academic performance or creating an intimidating, hostile, or offensive academic environment.

The creation of an intimidating, hostile, or offensive academic environment may include such actions as persistent comments on an individual's sexual preferences or the display of obscene or sexually oriented photographs or drawings.

Sexual harassment does not include personal compliments welcomed by the recipient, or social interaction or relationships freely entered into by students, prospective students, or by employees or prospective employees.

Section 2. Policy Statement

It is the policy of Mayland Community College that sexual harassment in any form will not be tolerated at the institution. The college shall not condone the sexual harassment of its students or employees. All students found in violation of this policy shall be subject to disciplinary action up to and including suspension or expulsion from the College. All College employees found in violation of this Policy shall be subject to disciplinary action up to and including termination in accordance with the procedures set forth in the Cessation of Employment Policy.

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In an effort to prevent sexual harassment from occurring at the institution, it is the policy of Mayland Community College to encourage the reporting of any incidents of sexual harassment and to provide a just procedure for the presentation, consideration and disposition of sexual harassment grievances.

The College further prohibits internal interference, coercion, restraint or reprisal against any student or employee who files a grievance concerning an occurrence of alleged sexual harassment.