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## Harassment Policy

### Harassment Policy

(updated Fall 1999)

The right of free speech and the open exchange of ideas and views are essential, especially in a learning environment, and Colby College vigorously upholds these freedoms. The College is committed to assuring dignity for all and desires to be welcoming to every member of the campus community. Harassment based on race, color, sex, sexual orientation, religion, national or ethnic origin, or disability results in loss of self-esteem for the victim and in the deterioration of the quality of the classroom, social, or workplace environment. Neither the law nor College regulation permits harassment as defined in these policies. Both racial and sexual harassment are illegal under state and federal law. Harassment by one's peers, by any student, or by any employee of the College will not be tolerated. Possible penalties for those found guilty of harassment include probation, suspension, expulsion, termination of employment, and civil or criminal lawsuits.

*Note: These internal policies and procedures affect individuals while they are students at Colby or are employed by the College.*

Those in positions of authority in all sectors of the College community must recognize that there is always an element of power in their relationships with persons having less authority. Faculty members must be aware that they can unexpectedly find themselves responsible for the instruction or evaluation of any student at the College. It is, therefore, the responsibility of the person in authority not to abuse that power. Relationships between consenting adults that would otherwise be acceptable can pose problems when one of the two has any kind of authority over the other. Such relationships should be avoided.

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