

CITRUS COMMUNITY COLLEGE DISTRICT BOARD POLICY

P-4103
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SEXUAL HARASSMENT

Recognizing that sexual harassment is a form of sex discrimination that subverts the educational mission of the District Citrus College, detracts from the learning environment, creates a hostile work environment, and threatens the well-being of faculty, staff, and students, the Citrus Community College District intends by this policy to prevent such behavior within the District.

Sexual harassment is especially serious when it threatens relationships between teacher and student or supervisor and subordinate. In such situations, sexual harassment unfairly exploits the unequal power inherent in the faculty member's or supervisor's position. The District's educational mission is promoted by professionalism in faculty/student, as well as supervisor/subordinate relationships. Trust and respect are diminished when those in positions of authority abuse their power or authority. Faculty who date students while in their classes, or supervisors who date employees, may find themselves vulnerable to a potential complaint. These situations may subject both the District and the employee to potential liability in matters of sexual harassment.

It shall be a violation of this policy for any employee of Citrus Community College District, or anyone who is authorized to transact business or perform others acts or services on behalf of the Citrus Community College District, and any student enrolled, to engage in sexual harassment as defined below.

Definition of Sexual Harassment

Sexual harassment is defined as unwelcomed sexual advances, requests for sexual favors, and other verbal, visual or physical conduct of a sexual nature.

Sexual harassment occurs when:

1. Sexual conduct is explicitly or implicitly used as a term or condition of an individual's educational status or employment;
2. Unsolicited written, verbal, physical and/or visual contact with sexual overtones are made;
3. Reprisals are made following a negative response to any of the above activity.

Adopted 4/7/92
Revised 7/30/96

(Reference Section 703 of Title VII of the United States Civil Rights Act of 1964, as interpreted by the United States Equal Employment Opportunity Commission, 29 CFR 1604.11; and Section 7287.6 of Title 2 of the California Administrative Code.)