

# Policy Manual



<b>Title:</b> Sexual and Other Workplace Harassment	<b>Number:</b> 6Hx2-3.31
<b>Legal Authority:</b> Title VII, Civil Rights Act of 1964, amended 1972; Title IX, Civil Rights Act of 1964	<b>Page:</b> 1 of 3

## GENERAL STATEMENT

Consistent with Broward College’s vision, mission, and core values, Broward College is committed to inclusive excellence and affirms its commitment to recruit, support, and retain a diverse and talented faculty and staff community that reflects the diversity of Broward County and addresses the importance of cultural competency. As such, the College is committed to protecting all employees and students from sexual a harassment and sexual violence. This prohibited conduct undermines the integrity of the academic and work environment but also prevents its victims and their peers from achieving their full potential.

## THE POLICY and THE STUDENT

Broward College is firmly committed to maintaining an education environment in which sexual harassment and sexual misconduct are not tolerated, and in which person reporting these issues are provided support and avenues of redress. The College will take prompt and appropriate action to end any conduct which interferes or limits a student’s ability to participate in or benefit from the College’s programs.

## THE POLICY and THE FACULTY and STAFF

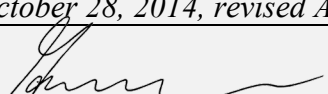
All members of the college community are entitled to work and study in an atmosphere free from unsolicited and unwelcome harassment. Members of the college community who hold positions of authority over others must take particular care to avoid actions that are or can be considered sexually abusive or harassing. Harassment may, depending on the circumstances, include offensive or demeaning language or treatment of an individual, where such language or treatment is based on prejudicial stereotypes of the group to which an individual may belong. It may also include, but is not limited to, objectionable epithets, threatened or actual physical harm or abuse, or other intimidating or insulting conduct directed against the individual.

Harassment consists of conduct that interferes with an individual’s job or job performance or creates an intimidating, hostile, or offensive work environment.

All employees are required by the College to complete the on-line Preventing Sexual Harassment Program within their probationary period.

## IMPLEMENTATION and OVERSIGHT

The Executive Director of Talent and Culture as a Title IX coordinator has responsibility for the implementation and oversight of this policy. The procedure for filing a complaint for violation of this Policy where the alleged perpetrator is a College employee is set forth at Procedure A6Hx2-3.34, Procedure for Reporting Violations and conducting Investigations of Complaints alleging Discrimination Harassment and Retaliation. If the alleged perpetrator is a student the complaint Procedures is set forth in A6Hx2-5.23, Complaint Process for Students. All complaints and investigations of sexual harassment will be kept confidential as possible and to the extent allowed by law.

<b>History:</b> Revised on September 21, 1982; revised on December 16, 1986; revised on February 18, 1996; revised on May 21, 1997; revised on April 24, 2002; revised and re-titled on November 22, 2006; revised on January 25, 2011, revised on September 25, 2012; revised October 28, 2014, revised August 13, 2019			
<b>Approved by the Board of Trustees</b>	<b>Date:</b> 08/13/19	<b>President’s Signature</b> 	<b>Date:</b> 08/13/19

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## VIOLATION OF POLICY

It shall be a violation of the college's policy on harassment for any officer, employee, or agent to harass any other officer, employee, student, or agent. Violations of this policy shall be investigated by the Executive Director of Talent and Culture and/or his/her designee and may result in disciplinary action up to and including termination.

- For non-represented employees, action will be taken pursuant to the terms and conditions of the relevant employment contract, if applicable.
- For full-time Faculty, refer to the Collective Bargaining Agreement between The Board of Trustees of Broward College and United Faculty of Florida, Broward College Chapter, Article 2.10.
- For represented professional technical staff, refer to the Collective Bargaining Agreement between the Board of Trustees of Broward College and Federation of Public Employees, Article 2.

## DEFINITIONS

For the purpose of this policy, sexual harassment is defined as any unwelcome conduct of a sexual nature. It includes sexual advances, requests for sexual favors, or other verbal, non-verbal or physical conduct of a sexual nature, which (1) makes submission to or rejection of such conduct either an explicit or implicit basis for employment affecting the individual or (2) unreasonably interferes with the individual's employment by creating an intimidating, hostile or offensive environment. Conduct which falls into the definition of sexual harassment may include, but is not limited to:

1. Unwelcome physical contact of a sexual nature such as patting, pinching, or unnecessary touching.
2. Overt or implied threats against an individual to induce him/her to perform sexual favors or to engage in an unwelcome sexual relationship.
3. Verbal innuendos or jokes of sexual nature, including graphic or degrading verbal comments about an individual and/or his appearance.
4. Use of sexually suggestive terms or gestures to describe a person's body, clothing or sexual activities.
5. Displaying or posting offensive sexually suggestive pictures or materials in the work place.

**History:** Revised on September 21, 1982; revised on December 16, 1986; revised on February 18, 1996; revised on May 21, 1997; revised on April 24, 2002; revised and re-titled on November 22, 2006; revised on January 25, 2011, revised on September 25, 2012; revised October 28, 2014, revised August 13, 2019

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Harassment, for the purposes of this policy, is defined as any verbal or physical conduct based on unwelcome conduct of a sexual nature, aggression, intimidation, or hostility based on sex or sex-stereotyping, even if those acts do not involve conduct of a sexual nature, or retaliation, and that has the purpose or effect of unreasonably interfering with the individual's full participation in the College community by creating an intimidating, hostile or offensive environment.

**History:** *Revised on September 21, 1982; revised on December 16, 1986; revised on February 18, 1996; revised on May 21, 1997; revised on April 24, 2002; revised and re-titled on November 22, 2006; revised on January 25, 2011, revised on September 25, 2012; revised October 28, 2014, revised August 13, 2019*

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