SEXUAL HARASSMENT POLICY

OHIO REVISED CODE SECTION 3354.09

(A) Introduction

Title VII of the Civil Rights Act of 1964 provides that it shall be an unlawful, discriminatory practice for any employer, because of the sex of any person, to discharge without just cause, to refuse to hire, or other wise to discriminate against that person with respect to any matter directly or indirectly related to employment. Harassment of any employee based on sex violates this federal law.

Consistent with this law, the Board of Trustees of Cuyahoga Community College views sexual harassment as a form of misconduct. This is against the College’s objective of providing a work and academic environment for all employees and students that is based upon mutual trust, respect, and human dignity, and is contrary to the most fundamental ethical canons of the academic community. The College, therefore, fully accepts its responsibility to maintain a workplace and academic environment that is free from sexual harassment and to ensure that all employees and students deal honestly and fairly with one another and respect the rights, privacy and integrity of all persons.

(B) Conduct that Constitutes Sexual Harassment

In accordance with the guidelines issued by the Federal Equal Employment Opportunity Commission (EEOC), unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature will constitute unlawful sexual harassment when:

(1) Submission to sexual conduct is an explicit or an implicit term or condition of an individual's employment or of a student's status in a course, program, or activity; or

(2) Submission to or rejection of sexual conduct by an individual is used as the basis for any employment or academic decision affecting that individual; or

(3) The sexual advances, request for sexual favors, and/or verbal or physical conduct of a sexual nature have the purpose or effect of substantially interfering with an individual’s work or academic performance or create an intimidating, hostile, or offensive working or learning environment.

(4) The following are examples of unwelcome conduct, which may constitute sexual harassment:
   • Request for sexual favors
   • Physical touching
   • Lewd of suggestive remarks
   • Requests for dates or meetings after work or class
Demands for sexual favors in return for salary increases, promotion, other benefits of employment, grades or letters of recommendation
- Sexually explicit magazines, pictures, or jokes displayed or told in the work area or classroom
- Questions or remarks about the sexual body parts of an individual

The College does not discriminate on the basis of sex in its educational programming and is required by Title IX (34 C.F.R. Part 106.9), as well as Title VII, not to discriminate in such a manner. Inquiries concerning the application of Title IX may be directed to the Title IX Coordinator for the college.

**Title IX Coordinator:**

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(C) Summary

The Board of Trustees and the College Administration strongly disapprove of any form of sexual harassment in the workplace or the classroom, including the acts of non-college employees. All college management, supervisory, and faculty personnel have an affirmative responsibility to discourage and eliminate conduct inconsistent with this policy. Specific concerns or complaints regarding sexual harassment should be brought to the attention of the college Title IX, Executive Vice President of Human Resources, or Vice President of Student Affairs through the attached procedures for resolving sexual harassment complaints. Disciplinary action will promptly be taken against any employee, student, or otherwise, found to have been engaged in unlawful sexual harassment.

Complaints of other forms of gender discrimination that do not meet the definition of sexual misconduct will be addressed via existing university policies and procedures. See **student code of conduct.**