

LAC COURTE OREILLES OJIBWE COMMUNITY COLLEGE

Policy Number: 12.1

Policy Title: Sexual Harassment

CROSS REFERENCE(S):

2.3 Non-Discrimination/Non-Harassment Compliance



Purpose/Policy

Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal, visual or physical conduct of a sexual nature. No supervisor, manager or any other employee shall threaten or insinuate, either explicitly or implicitly that another employee's refusal to submit to sexual advances will adversely affect that person's employment, salary, advancement, assigned duties, or any other condition of employment or career development. Similarly, no supervisor, manager or employee shall promise, imply or grant any preferential treatment in connection with another employee engaging in sexual conduct.

Sexual harassment also includes unwelcome sexual flirtations, advances or propositions, verbal abuse of a sexual nature, subtle pressure or requests for sexual activities, unnecessary touching of an individual, graphic or verbal commentaries about an individual's body, sexually degrading words used to describe an individual, a display in the workplace of sexually suggestive objects or pictures, sexually explicit or offensive jokes, or physical assault.

Lac Courte Oreilles Ojibwa Community College is committed to maintaining a learning and working environment free of objectionable and disrespectful conduct and communication of a sexual nature, especially when such conduct is imposed by one person on another and adversely affects a student or employee member's employment relationship, working or learning environment.

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment. This includes the following:

- a) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or education,
- b) Submission to or rejection of such conduct by an individual is used as a basis for employment or education decisions affecting such individual; or
- c) Such conduct has the purpose or effect of interfering with an individual's work or classroom performance or creating an intimidating, hostile, or offensive environment.

It is a violation of institutional policy for anyone to recommend, make personnel decisions, or student status actions where the following conditions apply.

- a) Make sexual advances or request sexual favors when submission to or rejection of such conduct is the basis for either explicitly imposing or granting terms and conditions of

employment or education that either favorably or adversely affects member's or student's welfare.

- b) Disregard and fail to investigate allegations of sexual harassment, whether reported by the employee or student who is the subject of the alleged harassment or a witness, and to fail to take immediate corrective action in the event misconduct has occurred.
- c) Subject another employee or student through conduct or communication of a sexual nature.
- d) Take retaliatory action against any person(s) reporting a violation of the College's Sexual Harassment Policy.


Whenever such misconduct exists, management is required to take prompt and corrective action consistent with the discipline provisions of the appropriate policy manual or labor agreement. An employee or student alleging either sexual harassment by anyone with supervisory authority, of failure by supervision to take immediate action on the individual's complaint of being sexually harassed by another employee, may file a grievance directly at the final step of the appropriate grievance procedure. Filing of a grievance or otherwise reporting sexual harassment will not reflect on the individual's status, as a student or employee, will not it affect future employment, compensation, work assignments, or enrollment status. The responsibility for confidentiality, both of the complaint and the accused, will be respected insofar as it does not interfere with the institution's legal obligation or ability to investigate allegations of misconduct when it found that misconduct has occurred.

Date approved: July 21, 2017

Review date: July 2018

Signature

 President

 Board Chair