

E 221 PROHIBITION OF HARASSMENT

Authority	Executive Director of Human Resources/CHRO
Effective Date	September 15, 2021
Revision Date(s)	
Reviewed Date(s)	
Related Policies	E-219 - Nondiscrimination E-222 – Prohibition of Sexual Harassment Under Title IX
In compliance with	Title VII of the Civil Rights Act of 1964 The Age Discrimination in Employment Act of 1967 Americans with Disabilities Act of 1990 Wisconsin Fair Employment Act

All forms of harassment are contrary to basic standards of conduct between individuals. State and federal law, and this policy, prohibit harassment and the College will not tolerate harassment.

The College is committed to providing an academic and work environment that is free from harassment. Harassment is unlawful if it is based on any of the following statuses: sex or gender, national origin, religion, age (40 or older), gender identity, gender expression, race, color, genetic information, sexual orientation, disability, military and veteran status, pregnancy and any other protected class established by applicable state, federal, or local law. For the College’s policy regarding sexual harassment under Title IX, see E-222 – Prohibition of Sexual Harassment under Title IX and related procedures.

The College seeks to foster an environment in which employees, students, and other members of the campus community feel free to report incidents of harassment without fear of retaliation or reprisal. Therefore, the College also strictly prohibits retaliation against any individual for filing a complaint of harassment or for participating in a harassment investigation. Individuals who engage in retaliatory conduct are subject to disciplinary action, up to and including termination or expulsion.

Any student, employee, or other member of the campus community who believes that they have been harassed or retaliated against in violation of this policy should immediately report such incidents by following the procedures described in E-221.2 – Discrimination and Harassment Reporting. The College requires employees to report all incidents of harassment and retaliation that come to their attention.

This policy applies to all aspects of the academic environment, including but not limited to classroom conditions, grades, academic standing, employment opportunities, scholarships, recommendations, disciplinary actions, and participation in any College activity. In addition, this policy applies to all terms and conditions of employment, including but not limited to hiring, assignment, transfer, promotion, evaluation, dismissal, and compensation.

The President/District Director shall ensure that the institution undertakes education and training activities to counter harassment and to prevent, minimize, or eliminate any hostile environment that impairs access to equal education opportunity or impacts the terms and conditions of employment.

The College shall establish procedures that define harassment on campus. The College shall further establish procedures for employees and students, and other members of the campus community that provide for the investigation and resolution of complaints regarding harassment and discrimination. State and federal law and this policy prohibit retaliatory acts by the College, its employees, students, and agents.

The College will publish and publicize this policy and related procedures (including the procedure for harassment and discrimination reporting) to students and employees, particularly when they are new to the institution. The College will make this policy and related procedures (including the procedure for harassment and discrimination reporting) available to students and employees and will post them on the College's website.

Employees who violate this policy and related procedures may be subject to disciplinary action up to and including termination. Students who violate this policy and related procedures may be subject to disciplinary measures up to and including expulsion.