



## BOARD POLICY

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**TITLE: PROHIBITION OF SEXUAL HARASSMENT UNDER TITLE IX**

**BOARD POLICY # 3433**

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- A. All forms of sexual harassment are contrary to basic standards of conduct between individuals. State and federal law and this policy prohibit sexual harassment and UCC will not tolerate sexual harassment. Specifically prohibited under this policy is sexual harassment as defined under Title IX and UCC Administrative Procedure 3433. Other forms of sexual harassment and gender-based discrimination are covered under the College's EEO policies and procedures, BP 3430 and AP 3432.
- B. Additionally, UCC seeks to foster an environment in which all employees, students, applicants for employment, and applicants for admission feel free to report incidents of sexual harassment in violation of this policy and Title IX, without fear of retaliation or reprisal. Therefore, UCC also strictly prohibits retaliation against any individual for filing a complaint of sexual harassment prohibited by this policy and Title IX, or for participating, or refusing to participate, in a sexual harassment investigation. UCC will investigate all allegations of Title IX retaliation swiftly and thoroughly. If UCC determines that someone covered by this policy has retaliated, the Administration will take all reasonable steps within its power to stop such conduct. Individuals who engage in Title IX retaliatory conduct are subject to disciplinary action, up to and including termination or expulsion.
- C. Any employee, student, applicant for employment, or applicant for admission who believes that he/she/they has been harassed or retaliated against in violation of this policy should immediately report such incidents by following the procedures described in AP 3434. UCC requires supervisors and other persons with mandatory reporting obligations to promptly notify the Title IX Coordinator of all incidents of harassment and retaliation that come to their attention.
- D. To this end, UCC shall ensure that the institution undertakes education and training activities to counter sexual 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.

- E. Consistent with the requirements of Title IX and applicable federal regulations, UCC shall establish procedures that provide for the investigation and resolution of complaints regarding sexual harassment prohibited by this policy
- F. UCC will publish and publicize this policy and related written procedures (including the procedure for making complaints) to administrators, faculty, staff, students, officials for the faculty and classified associations, as well as applicants for employment or admission, particularly when they are new to the institution. UCC will also make this policy and related written procedures (including the procedures for making complaints) available in all administrative offices and will post them on the College's website.
- G. Employees who violate this policy and the related procedures will be subject to disciplinary action up to and including termination. Students who violate this policy and related procedures will be subject to disciplinary measures up to and including expulsion. Volunteers or interns who violate this policy and related procedures will be subject to disciplinary measure up to and including termination from the volunteer assignment, internship, or other work experience program.
- H. For additional information, contact the Title IX Coordinator identified in AP 3433 and on the Title IX page on the College's website.

**REFERENCES:**

- Title IX of the Education Amendments Act of 1972;
- 34 Code of Federal Regulations Part 106

**RESPONSIBILITY:**

The Director of Human Resources is responsible for implementing and updating this policy. Specific guidance for policy implementation may be found in the associated Administrative Procedure(s).

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**NEXT REVIEW DATE:**

**DATE OF ADOPTION: 11/12/2020**

**DATE(S) OF REVISION:**

**DATE(S) OF PRIOR REVIEW:**