

SEXUAL HARASSMENT

BP No. 7160

Board Adopted: 12-8-82; 5-13-98; 11/9/05

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- I. It is the intent of the Governing Board to deem as unacceptable any form of sexual harassment. Conduct constituting sexual harassment will not be tolerated at Rio Hondo College.
- II. This Policy applies to all aspects of employment and the academic environment, including but not limited to classroom conditions, grades, academic standing, employment opportunities, scholarships, recommendations, disciplinary actions, and participation in any community college activity.
- III. All District employees who violate this Policy will be subject to disciplinary action up to and including termination in accordance with applicable College Procedures, Education Code sections and collective bargaining agreements. Non-employees, such as sales representatives, service vendors, contractors or consultants are also covered by this Policy and will be subject to corrective measures.
- IV. Source/Reference

California Code of Regulations, Title 5, sections 59300 et seq; California Code of Regulations, Title 2, sections 7285.0 et seq (7291.1 & 7287.6); California Education Code, section 200 et seq; (California Government Code 12940); Civil Rights Act of 1964 (Title VII) and amendments thereto; Education Amendments of 1972 (Title IX); EEOC Policy Guidance on Current Issues of Sexual Harassment Sex Equity in Education Act (Education Code sections 200 et seq); Title 29 Code of Federal Regulations, section 1604.11, United States Department of Education Office of Civil Rights Sexual Harassment Guidance, May 1997