

POLICY ON SEXUAL HARASSMENT

The Glendale College District is committed to all provisions of Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972 and other human rights and equal opportunity laws. These laws include prohibitions of discrimination in employment and educational programs and services on the basis of sex.

Recent guidelines for Title VII of the Civil Rights Act focus upon sexual harassment as an unlawful practice. "Sexual harassment like harassment on the basis of color, race, religion or national origin has long been recognized by the Equal Employment Opportunity Commission as a violation of Section 703 of Title VII of the Civil Rights Act as amended" (Federal Register, April 11, 1980). Recent interpretations of Title IX of the Education Amendments similarly delineate sexual harassment as discriminatory and unlawful.

Sexual harassment is unacceptable conduct, is unlawful, and will not be tolerated by the Glendale Community College District. Disciplinary action shall be initiated against any individual found guilty of sexual harassment. The following criteria shall determine whether actions constitute sexual harassment.

1) Offensive Job/Educational Interference.

Behavior including verbalization or gestures that has the purpose or effect of substantially interfering with an individual's work, academic, or other educational performance or creating an intimidating, hostile or offensive environment; and

2) Employment/Educational Condition.

Submission to the conduct is either an explicit or implicit term or condition of employment and/or pursuit of educational objective; and

3) Employment/Educational Consequence.

Submission to or rejection of the conduct is used as a basis for employment, education, and/or service decisions affecting the persons who did the submitting or rejecting.

4) Implementation of Policy.

The implementation of this Board Policy will be in accordance with Administrative Regulation #2700.

Reference: California Education Code Sections
Title VII of the Civil Rights Act of 1964
Title IX of the Education Amendments of 1972

Adopted: 1/25/89
BP/7/9