

COLUMBUS STATE COMMUNITY COLLEGE
POLICY AND PROCEDURES MANUAL

HARASSMENT
Policy No. 3-33
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Effective April 15, 1999

- (A) To help ensure that employees and students are not subjected to illegal harassment, and in order to create a comfortable work and learning environment, the college strongly opposes and prohibits by this policy any offensive physical, written, spoken, or non-verbal conduct as defined and otherwise prohibited by state and federal law.

College community members or others who feel that they have been victims of harassment in the work place or academic setting will be provided with appropriate support from the college. Members of the college community shall include all CSCC students, members of the Board of Trustees, faculty, staff, and administrators, whether full- or part-time.

All administrators have an affirmative duty to maintain a workplace that is free of harassment and intimidation.

- (B) Examples of harassment include but are not limited to the following:
- (1) Unwelcome written, spoken, or physical conduct regarding race, color, religion, national origin, age, gender, sexual orientation, pregnancy, disability, or as defined by law.
 - (2) Creating a work environment that is intimidating, hostile, abusive, or offensive because of unwelcome or unwanted conversations, suggestions, requests, demands, attentions, or the display of offensive items that relate to an individual's race, color, religion, national origin, age, gender, sexual orientation, pregnancy, disability, or as defined by law.
- (C) For issues related to sexual harassment see Sexual Harassment Policy No. 3-34.
- (D) It is Columbus State Community College's policy to investigate thoroughly and remedy any known incidents of harassment.
- (E) Procedures related to this policy are detailed in the Sexual Harassment/Harassment investigative procedure, Procedure No. 3-33 (E).