



TITLE OF POLICY: Sex Discrimination and Sex-Based Harassment Policy

POLICY (CHECK ONE): NEW _____ REVISED X REFORMATTED _____

APPLIES TO (CHECK ALL THAT APPLY):

FACULTY _____ **STAFF** _____ **STUDENTS** _____

DIVISION/DEPARTMENT _____ **COLLEGE** X

TOPIC:

Baltimore City Community College (BCCC) is committed to creating and maintaining a welcoming and inclusive campus free from sex discrimination and sex-based harassment. The associated procedures will identify violations of this standard, identify resources and training, and describe a detailed process to address complaints of sex discrimination and sex-based harassment in a fair and thoughtful manner, consistent with our core values and community standards for behavior, and ensuring that the complainant and any respondent(s) are accorded privacy and due process.

POLICY LANGUAGE:

In accordance with state and federal law, including Title IX, BCCC prohibits sex discrimination and sex-based harassment, including discrimination based on sex stereotypes, sex characteristics, sexual orientation, gender identity, pregnancy or related conditions, parental or family status and marital status. Sex discrimination includes sex-based harassment, such as sexual assault.

All College community members are subject to this policy. This includes all College students, faculty, and staff, as well as contractors under the College’s control. Violations of the policy may occur between individuals or groups of individuals of any sexual orientation or actual or perceived gender identity. Further, this policy prohibits sex discrimination or sex-based harassment which excludes, denies benefits to, or otherwise discriminates against any person on the basis of sex or that otherwise threatens the health or safety of a member of the College community, (1) in any College facility or on College owned or controlled property; or (2) in connection with any College program or activity, regardless of location.

BCCC also prohibits retaliation against any individual for purposes of interfering with any right secured by this Policy. Persons who violate this policy will be subject to the associated procedures which may result in disciplinary action up to and including termination of employment, suspension, expulsions and/or termination of the contractual relationship.

APPROVED BY THE BOARD OF TRUSTEES: **June 18, 2024**

PROPOSED IMPLEMENTATION DATE: Upon Board Approval

****This policy once approved by the Board of Trustees supersedes all other policies.***