



Policy No: 2029

Title of Policy: Sexual Misconduct (i.e. Harassment/Assault) Policy

Policy (check one): New _____ Revised X Reformatted _____

Applies to (check all that apply):

Faculty _____ **Staff** _____ **Students** _____

Division/Department _____ **College** X

Topic/Issue:

Sexual harassment violates federal civil rights laws, state fair employment laws, and the College's nondiscrimination policy.

Background to Issue/Rationale for Policy:

Sexual harassment is a form of sex discrimination that is prohibited by Title VII of the Civil Rights Act of 1964 and Title IX of the Education Amendment Act of 1972. Baltimore City Community College's policy on prohibiting sexual harassment is applicable to all Baltimore City Community College faculty, students, staff, volunteers, contractors and vendor. With this policy in place, the College places its community on notice that sexual harassment within the College workplace and within College educational programs will not be condoned and will not be allowed to interfere with the mission of Baltimore City Community College. Persons found to be in violation of this policy will be subject to disciplinary action and/or other appropriate sanctions.

State/Federal Regulatory Requirements (cite if applicable):

- Title VII of the Civil Rights Act of 1964 as amended
- Title 20 State Government Article, Annotated Code of Maryland
- Title 5, Subtitle 2, Annotated Code of Maryland State Personnel and Pensions Article
- Title IX of the Education Amendments of 1972
- Executive Order-01.01.2007.16 Maryland Code of Fair Employment Practices
- EEOC Policy Guidance on Sexual Harassment, Number N-915-050
- Maryland Criminal Law Article (CR 3-305)

Policy Language:

It is the policy of Baltimore City Community College to neither tolerate nor condone any form of sexual harassment. Employees or students found to be in violation of this policy will be subject to appropriate disciplinary action. Baltimore City Community College adheres to the sexual harassment definitions promulgated by the Equal Employment

Opportunity Commission (EEOC) and the Office of Civil Rights of the United States Department of Education (OCR).

Implementation Date: Upon Board Approval

Proposed by: Tony Warner, Executive Director-Human Resources
Dr. Alicia B. Harvey-Smith, Vice President for Student Affairs
Shawn Harrison, Interim Director of Public Safety
Vice President/Senior Staff Members

Approved by the Board of Trustees: November 27, 2012

Originator/Division: President's Office/Human Resources, Division of Student Affairs
and Division of Business and Finance.

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