



Title of Policy:

Sexual Harassment Policy

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 and is prohibited by Title VII and Title IX of the Civil Rights Act.

Baltimore City Community College's Policy Prohibiting Sexual Harassment is applicable to all Baltimore City Community College faculty, students, staff, volunteers, and contractors. 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
Civil Rights Act of 1991
Title IX of the Education Amendments of 1972
Fair Employment Practices Act, MD Annotated Code art. 49B, §§14-18 (1986 & Supp. 1991)
Title 29—Labor, Chapter XIV--Equal Employment Opportunity Commission

Sec. 1604.11 Sexual harassment.

Policy Language:

It is the policy of Baltimore City Community College to neither tolerate nor condone any form of sexual harassment that is physical, mental or emotional in nature. Employees or students found to be in violation of this policy will be subject to appropriate disciplinary action. Additionally, BCCC is committed to protecting the rights of the respondent as well as those of the complainant.

Implementation Date: October 1, 2007

Proposed by: Human Resources

Approved by the Board of Trustees: September 19, 2007