

## POLICY

Sexual harassment is prohibited by Federal and State Law. Ocean County College, acting in accordance with the law, is committed to creating an environment for all students, faculty and staff which is responsible and supportive. The use of implicit or explicit sexual harassment to control, influence, or affect the performance or status of an individual, regardless of where such conduct is initiated, will not be tolerated. Appropriate corrective action will be taken should any student, faculty member, staff, or administrative employee violate this policy.

## DEFINITION:

The United States Government Equal Employment Opportunity Commission defines sexual harassment as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of sexual nature when:

- 1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or status in an educational course, program, or activity; or
- 2) submission to, or rejection of, such conduct is used as a basis for employment or educational decisions affecting an individual; or
- 3) such conduct has the purpose or effect of unreasonably interfering with an individual's work or educational performance, or of creating an intimidating, hostile, or offensive working/learning environment.

Forms of sexual harassment include:

Sexist remarks or behavior

Sanction-free advances: sexual propositions or inappropriate behavior (touching, patting, caressing, kissing, sexual comments, sexual conversation, etc.) which occur without threat or punishment or promise of reward

Advances with consequences: sexual propositions, behavior, and/or conversation accompanied by promised rewards or threat of punishment concerning compliance

Assault: Physical violence or unwanted sexual intimacy, either following or apart from sexual propositions, behavior, or conversation.

ADOPTED: December 9, 1991