



Committee Notes:

- Reference change only.
- Recommend approval at this time
- If committee member so desires, a content review can occur when we review the 4000 Series

## **4018 - Sexual Harassment – 2nd Reading**

### Policy

It is the policy of the Yosemite Community College District to provide an environment free of unlawful discrimination in its programs, activities and work environment. Sexual harassment is a form of unlawful sexual discrimination and will not be tolerated by the District.

Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

- Submission to sexual conduct is an explicit or implicit term or condition of an individual's employment, academic status or progress;
- Submission to or rejection of sexual conduct by an individual is the basis for a decision affecting that individual's employment, academic status or progress.
- Sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature have the purpose or effect of unreasonably interfering with an individual's work or academic performance or create an intimidating, hostile or offensive work or educational environment.

The District strongly forbids any form of sexual harassment, including acts of non-employees. Disciplinary action will be taken promptly against any student or employee, supervisory or otherwise, engaging in sexual harassment.

**Reference: Education Code Sections 212.5; 44100; 66252; 66281.5; Government Code 12950.1; Title VII of the Civil Rights Act of 1964, 42 U.S.C.A. § 2000e.**

**Adopted: June 28, 2004**

### KEY:

~~strikethrough~~ = delete

**bold** = addition