

**BELLINGHAM TECHNICAL COLLEGE
POLICY & PROCEDURES GUIDE**

POLICY Sexual Harassment	Section 502.0 Page 1 of 2
DEPARTMENT Human Resources	INITIAL DATE OF POLICY: 5/20/93
RELATED SUBJECT (S) Sexual Harassment and Discrimination Complaint Procedures	THIS PAGE WAS LAST REVISED ON: 2/17/2011
DEPARTMENT CONTACT Director of Human Resources	WAC/RCW 49.60
APPLIES TO All Employees and Students	

POLICY

It shall be the policy of Bellingham Technical College, consistent with its efforts to respect the dignity and integrity of employees, students, and the general public, to provide an environment free of sexual harassment.

Sexual harassment is a form of sex discrimination and includes same sex harassment. It occurs in a variety of situations which share a common element: the inappropriate introduction of sexual activities or comments into the work or learning environment, the creation of relationships of unequal power and/or elements of coercion, such as requests for sexual favors as a criterion for granting work, study, or grading benefits. Sexual harassment may also involve incidences of repeated sexual advances or demeaning verbal behavior resulting in a harmful effect on a person's ability to study or work in the College setting.

More specifically, the term sexual harassment may include such behavior as unwelcome sexual advances, requests for sexual favors, and other physical or verbal conduct and expressive behavior of a sexual nature where:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or education status, including but not limited to, making recommendations on hiring, discharging, failing to promote, reassignment with significantly different responsibilities, significant changes in benefits, recommendations on grades or privileges;
- Submission to or rejection of such conduct by an individual is used as the basis for educational or employment decisions affecting that individual as set forth above; and
- Such conduct has the purpose or effect of substantially interfering with an individual's College or professional performance or creating an intimidating, hostile or demeaning educational or employment environment.

Sexual harassment may include, but is not limited to the following:

- a) Unwelcome or repeated sexual advances.
- b) Offensive, disparaging remarks about one's gender or appearance.
- c) Jokes, stories, comments or slurs about gender-specific traits or frequent derogatory comments about any sex
- d) Remarks about one's physical appearance which imply sexual interest.
- e) Subtle pressure for sexual activity, including sexual propositions.
- f) Unnecessary brushes or touches, including pinching, patting, or grabbing.
- g) Offensive sexual graffiti, gestures, or cartoons.
- h) Sexual innuendos or obscene gestures.

POLICY	Section 502.0
Sexual Harassment	Page 2 of 2
THIS PAGE WAS LAST REVISED ON:	2/17/2011

- i) Written or graphic communications with sexual overtones.
- j) Interference with freedom: blocking movement, even without contact.
- k) Gestures: suggestive motions, simulating inappropriate acts.
- l) Sexually offensive remarks disguised as humor.
- m) Unwanted gifts, staring, leering, or unwanted attention.

The College recognizes its moral, ethical, and legal (Title VII of the 1964 Civil Rights Act; Title IX of the 1972 Education Amendment; RCW 49.60) responsibilities regarding sexual harassment and will take appropriate action to provide an environment free of such conduct at the College.

Adopted as a Board Policy for Bellingham Technical College the twentieth day of May 1993;
Revised February 15, 2001. Reaffirmed the seventeenth day of February, 2011.