

 ERIE COMMUNITY COLLEGE POLICY	NUMBER VII – A – 3a	Human Resources/ Affirmative Action
APPROVED 1/04	SUBJECT Sexual Discrimination Policy	

Purpose

To establish a policy to ensure nondiscrimination of employees on the basis of sex in accordance with the Title VII of the Civil Rights Act, Equal Pay Act and the New York State Law Against Discrimination.

Accountability

Under the direction of the President, the Director for Equity & Diversity, Affirmative Action and Equal Opportunity shall ensure compliance with this policy. The Director for Equity & Diversity, Affirmative Action and Equal Opportunity in concert with the Associate Vice Presidents, Deans and Supervisors shall implement this policy.

Board of Trustees

The Board of Trustees endorses the final guidelines adopted by the Equal Opportunity Commission on Sexual Harassment. These guidelines are documented in the Federal Register Vol. 45 No. 219, Monday, November 10, 1980.

Erie Community College, its Board of Trustees, and the County of Erie are committed to provide an educational and working environment which is free of discrimination and sexual harassment.

Sexual harassment is prohibited and is a violation of Section 703 of Title VII of the Civil Rights Act of 1964, Title IX of the Educational Amendments of 1972 and the New York State Human Rights Law.

Policy

Requirements:

1. Employment opportunities and decisions such as hiring, promotion, training, upgrades, wages, hours and all other terms and conditions of employment are made without discrimination on the basis of sex or gender.
2. Erie Community College does and will continue to take affirmative action to recruit minorities and women and encourage them to apply for positions for which they are qualified and to apply for training and any other program that will facilitate their promotability and advancement within the College.

Definition

“**Sexual harassment**” means unwelcome sexual advances, requests for sexual favors, and/or other verbal or physical conduct of a sexual nature when:

1. submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment or academic advancement in any College activity or program;
2. submission to or rejection of such conduct by an individual is used as the basis of employment or academic decisions affecting this individual in any College activity or program; or
3. such conduct has the purpose or effect of unreasonably interfering with an individual’s work or academic performance or creating an intimidating, hostile, or offensive working or academic environment in any College activity or program.

Erie Community College will not tolerate sexual harassment. Discrimination of students and employees based on sex, race, national origin, sexual orientation, disability or any other protected status is unacceptable and is impermissible conduct which will not be tolerated.

Erie Community College does not condone romantic or sexual relationships (consensual or otherwise) between faculty members, administrators, or other staff members with students nor between any supervisor and employees; this type of behavior is considered to be inappropriate and unprofessional and has no place at Erie Community College.

Erie Community College views these types of relationships with students by faculty and staff members unacceptable and counterproductive and prohibits any conduct of this nature. Erie Community College will not condone actions and/or words which a reasonable person would regard as sexual harassing.

Disciplinary Action

Harassment of any sexual nature is unlawful and is a violation of College Policy and could lead to disciplinary action or even termination of employment or academic dismissal.