

Policy Type: District

Policy Title: Illegal Discrimination and Sexual Harassment

Who Does This Policy Affect: All Staff

Purpose: The purpose of this policy is to provide our policy statement on the issue of Illegal Discrimination and Sexual Harassment.

Policy Statement:

The Community College District of Monroe County, Michigan affirms its desire to create a work and study environment for all individuals that is fair and responsible. The College endeavors to support an environment that will support, nurture, and reward career and educational goals on the basis of relevant factors such as ability and work performance.

The College believes that illegal discrimination and sexual harassment are inconsistent with a supportive environment, and as such, endorses all applicable state and federal legislation, which includes Elliot-Larsen Civil Rights Act (Michigan) and the 1964 Civil Rights Act (Federal) involving prohibiting discrimination or harassment in employment and in the utilization of education facilities.

It is therefore the policy of the College that no employee or qualified person participating in a College sponsored program, service, or activity shall be discriminated against because of race, color, religion, national origin or ancestry, age, gender, marital status, disability, genetic information, sexual orientation, gender identity/expression, height, weight, or veteran status.

It is furthermore the policy of the College that any illegal acts of discrimination or sexual harassment of students or employees will be considered as unacceptable and impermissible conduct. Such acts will not be condoned or tolerated by the College.

The College will investigate any allegation of illegal discrimination or sexual harassment. If inappropriate behavior is found to have occurred, prompt remedial action will be taken. Any employee found to have engaged in prohibited discrimination or sexual harassment is subject to immediate discipline up to and including termination, and any student found to have engaged in prohibited discrimination or sexual harassment is subject to immediate discipline, up to and including expulsion.

No employee or student will be disciplined or retaliated against for making a good faith complaint or request for investigation pursuant to this policy.

The College's Equal Opportunity Officer and Title IX and Section 504/ADA Coordinator and Compliance Officer for discrimination and sexual harassment is the Director of Human Resources, Monroe County Community College, 1555 South Raisinville Road, Monroe, Michigan 48161, phone (734) 384-4245.

Adopted by the Board of Trustees 7-26-76; revised 6-22-87; revised 9-28-87 to include statement on sexual harassment; revised 10-27-03; revised 1-24-11; revised 1-23-12