

**GRAYS HARBOR COLLEGE**  
**Operational Policy**

**Subject: Title IX - SEXUAL HARASSMENT AND NON-DISCRIMINATION**

**Operational Policy Number 406**

**Date Adopted: 6/18/13**

The college provides equal opportunity in education and employment and does not discriminate on the basis of race, color, national origin, age, disability, sex, sexual orientation, marital status, creed, religion, or status as a veteran of war as required by Title VI of the Civil Rights Act of 1964, Title IX of the Educational Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Title VII of the Civil Rights Act of 1964, the Age Discrimination Act of 1975, RCW 49.60.030 and their implementing regulations. Prohibited gender based discrimination includes sexual harassment.

Harassment is defined, for the purpose of this policy, as unwelcome and unauthorized patterns of conduct, based on a person's or persons' race, color, religious belief, sex, marital status, sexual orientation, gender identity or expression, national or ethnic origin, disability, veteran status or age, and which

- a) the harasser either knows, or should know, will have the effect of making the college environment hostile, intimidating, or demeaning to the victim, and
- b) in fact is sufficiently, severe, persistent or pervasive enough to substantially deny or limit a person's ability to benefit from or fully participate in educational programs or activities or employment opportunities.

Sexual Harassment is defined, for the purposes of this policy as follows: unwelcome sexual advances, requests, and other unwelcome conduct of a sexual nature where:

- a) submission to such conduct is made, either expressly or implicitly, a term or condition of an individual's employment or education; or
- b) submission or rejection of such conduct by an individual is used as the basis for employment or educational decisions affecting any individual; or
- c) such unwelcome conduct is sufficiently severe, persistent or pervasive to have the effect of
  - \*substantially interfering with any individual's academic or professional performance or
  - \* creating an intimidating, hostile or demeaning employment or educational environment.