

Policy



Broward
Community
College

Title: Sexual and Other Unlawful Harassment	Number: 6Hx2-3.31
Legal Authority: Title VII, Civil Rights Act of 1964, amended 1972; Title IX, Civil Rights Act of 1964	Page: 1 of 1

Broward Community College intends to protect all employees and students from sexual and other unlawful harassment such as harassment based on a person's race, color, sex, national origin, religion, age, disability, marital status, sexual orientation or other legally protected classification. Unlawful harassment not only undermines the integrity of the academic and work environment but also prevents its victims and their peers from achieving their full potential. All members of the college community are entitled to work and study in an atmosphere free from unsolicited and unwelcome unlawful harassment. Members of the college community who hold positions of authority over others must take particular care to avoid actions that are or can be considered sexually abusive or unlawfully harassing. It shall be a violation of the college's policy on harassment for any officer, employee, or agent to unlawfully harass any other officer, employee, student, or agent. Such conduct may result in disciplinary action up to and including termination.

Complaint Procedure: The procedure for filing a complaint for violation of this policy is set forth in Procedure A6Hx2-3.34, *Reporting Violations and Conducting Investigations of Complaints Alleging Discrimination, Harassment and/or Retaliation*. All complaints and investigations of sexual and other unlawful harassment will be kept as confidential as possible and to the extent allowed by law.

All employees are required by the college to complete the on-line Preventing Sexual Harassment Program within their probationary period.

[Link to Procedure A6Hx2-3.31](#)

History: Revised on September 21, 1982 as *Guidelines on Discrimination Because of Sex*; revised on August 16, 1983; revised and re-titled on October 20, 1992; revised and re-numbered on May 21, 1997; revised on April 24, 2002; revised and re-titled on November 22, 2006.

Approved by the Board of Trustees	Date 11/22/2006	President's Signature 	Date 11/22/2006
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