

SEXUAL HARASSMENT POLICY

BP 5020

It is the policy of the Cabrillo Community College District to provide an educational, employment and business environment free of unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct or communications constituting sexual harassment, as defined and otherwise prohibited by state and federal statutes, or the force of law.

It shall be a violation of this policy for anyone who is authorized to recommend or take personnel or academic actions affecting an employee or student, or who is otherwise authorized to transact business or perform other acts or services on behalf of the Cabrillo Community College District to engage in sexual harassment as defined in District Administrative Regulations 5040 on Nondiscrimination.

It is the intent of this policy and Administrative Regulations 5040 to provide all parties with due process of law against irresponsible or false accusation. It is also intended that retaliatory or retributive behavior may not occur simply because an accusation has been made.

Within the educational environment, sexual harassment is prohibited between students, between employees and students, and non-students and students.

Within the work environment, sexual harassment is prohibited between supervisors and employees, between employees, and between non-employees and employees.

Legal Reference: Title VII, Section 703; Title 29, Labor, Chapter XIV, Part 1604, Section 1604.11.

Adopted: April 4, 1988
Revised: October 1, 1990