AUTHENTICATED DATE:  
September 27, 2011

Policy Statement:
It is the policy of Indian River State College and its District Board of Trustees that each employee and student be allowed to participate in college programs and activities, including employment, in a discrimination and harassment free environment.

Harassment of any nature is prohibited whether it is on the basis of race, color, nationality, ethnicity, gender, religion, age, disability, sexual orientation, marital status, veteran status, or genetic information.

Preventing harassment is the responsibility of the entire College. Accordingly, Indian River State College encourages all employees and students who believe they are being subjected to harassment to follow the Administrative Procedure for harassment complaints. The College will take prompt disciplinary action against individuals on campus facilities who engage in actions that violate this policy.

Scope of Policy:
This policy applies to all full-time, part-time, and temporary employees, including administrators, faculty, staff, employment applicants, students and prospective students and non-employee volunteers who work subject to the control of a College employee.

Definition of Harassment:
Harassment includes unwelcome sexual conduct or request for sexual favors and verbal or physical conduct reflecting on an individual's race, color, national and ethnic origin, gender, religion, age, disability, sexual orientation, veteran or marital status which has the purpose or effect of unreasonably interfering with the individual's work or school performance or participation; or otherwise adversely affects an individual's employment or educational opportunities. Harassment is a form of discrimination and is conduct unbecoming of a College employee or student.
Notification Requirements
This policy shall be included in all future publications of student handbooks, full-time and part-time faculty handbooks and similar handbooks issued for other employees and will provide basic steps of due process available to the Complainant.

Disciplinary Actions
Any employee or student of this institution who is found to have harassed another employee or student will be subject to disciplinary action up to and including termination, suspension, and/or expulsion; within the provisions of applicable current Board Policy.

Authorization
The President has established Administrative Procedures 3.13 and 3.131 for the implementation of this policy.

Confidentiality shall be maintained to the greatest extent possible within the law and the requirements for conducting appropriate investigations.

Retaliation against individuals who have filed a charge or participated in an investigation or opposed any unlawful practice is prohibited and will subject the person who retaliates to disciplinary action.