SEXUAL HARASSMENT

It is the policy of the College of Lake County that no employee, independent contractor or student shall be subject to sexual harassment. Sexual harassment is a form of sexual discrimination and is intolerable.

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

01. submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or education,

02. submission to or rejection of such conduct by an individual is used as the basis for academic or employment decisions affecting that individual, or

03. such conduct has the purpose or effect of substantially interfering with an individual's academic or professional performance or creates an intimidating, hostile, or offensive educational or employment environment, or

04. there is abuse of power as in the case of nonconsensual or consensual relationships between supervisors and subordinates, and faculty/staff and students where violation of authority and duty to the institution has been compromised.

Any employee or student engaging in such prohibited activity shall be subject to disciplinary action up to and including termination from this institution, as determined by administrative or Board action.

This policy applies to acts of sexual harassment of any member of one sex against a member of the opposite or the same sex at all levels of the college community (i.e., Supervisor-Subordinate, Faculty-Student, Employee-Peer, Student-Peer).

Adopted 04/28/81
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