



# Daytona State College Policy Manual

<b>Title:</b> HARASSMENT PROHIBITION	<b>Number:</b> 3.11
<b>Legal Authority:</b> F.S. 1000.05; 1000.65  SBE RULE 6A-19.008(1); Title IX: 106.31; Title VII: 16404.11(a) and 1606.9(a)(b). See Procedures 311(a) "Anti-Harassment" 311(b) and "Student Harassment/ Discrimination/Violation of Rights"	<b>Page:</b> 1 of 1

It is the policy of the College that faculty, staff, students, agents and members of the general public shall not engage in any activity that threatens the health, safety, or welfare of any other person involved with the college. This prohibition includes, but is not limited to; assault, battery, or harassment based on race, color, religion, gender, national origin, age, disability, veteran status, or political affiliation. The College shall take appropriate and immediate action to prevent, correct, and respond to any behavior that may violate this policy.

The College strictly prohibits sexual harassment. This policy applies to all officers, students, agents, employers and vendors doing business with the college. Sexual harassment includes, but is not limited to the following:

- Verbal, visual or physical conduct of a sexual nature which has the purpose or effect of creating an intimidating, hostile or offensive educational or work environment for a reasonable person;
- Conduct of a sexual nature that unreasonably interferes with or otherwise adversely affects another individual's employment or educational opportunities and participation; or
- The denial of or provision of aid, benefits, employment, treatment, grades based on sexual advances or the request of sexual favors.

All employees of the College shall immediately report any violation of this policy to the College's Equity Officer or the Human Resource Department. Any student who believes that she or he is a victim of sexual harassment shall report immediately any violation of this policy to the College's Equity Officer or Human Resources Department.

The College shall take appropriate and immediate action to prevent, correct and respond to any behavior that may violate this policy. The College shall swiftly, impartially and equitably investigate all reported violations of this policy. The College shall discipline any member of the faculty, staff or student body that violates this policy.

<b>Approved by the District Board of Trustees</b>	<b>Date:</b> 8/23/12	<b>President's Signature</b>
<i>History: 5/29/09; Originated: 8/20/92</i>		<b>Revision Number: 4</b>