



# Frederick Community College Policy

Section 3.00 Personnel Policies	Policy Number	3.18
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Sexual Harassment	Procedure Number	3.17a/5.19
	Board Approved	3/20/02
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Frederick Community College concurs in the action of the Maryland Higher Education Commission in recognizing that sexual harassment seriously damages the integrity of the educational institution, destroys the institution's positive work and educational atmosphere, and causes psychological and physiological damage to the victim. The College condemns such illegal activity and is strongly committed to promoting an educational and work environment free from sexual harassment of any form. For the purpose of this policy, the College adopts the sexual harassment definition promulgated by the United States Equal Employment Opportunity Commission.

It is a violation of this policy for any member of the College staff to harass a student or employee through conduct or communications of a sexual or gender-based nature. It is also a violation of this policy for students to harass other students through conduct or communications of a sexual or gender-based nature or for students to harass staff.

Making reports and taking action in response to a charge of sexual harassment will be limited to incidents occurring on campus, off-campus at College-leased or owned facilities, when attending College-sponsored activities or any activities (including participation in field experiences, internships, athletic and cultural events) which are initiated, authorized, or supervised by Frederick Community College, even off campus, or when representing the College.

Alleged violations of the Sexual Harassment policy by an employee will be adjudicated in accordance with College personnel procedures. A substantiated charge against an employee of the College will subject that employee to disciplinary action, which may include dismissal. Alleged violations by a student will be adjudicated in accordance with the Code of Student Conduct. A substantiated charge against a student of the College will subject that student to disciplinary action including suspension or expulsion.