

**WESTERN NEBRASKA COMMUNITY COLLEGE  
POLICIES AND PROCEDURES**

SECTION: College Organization           200.0000.12  
SUBSECTION: Administrative Offices       205.0000.79

***Discrimination, Harassment, and Retaliation Prohibited***  
**Policy Number: 201.0100.12**

**POLICY**

The College is committed to providing a college environment free from harassment, discrimination and retaliation. Specifically, College students and/or employees, shall not participate in any harassment, discrimination or retaliation based on any protected class status of individuals as covered by College policies.

As such, no College student or employee shall engage in discrimination, harassment, or retaliation toward a College student or employee of the College.

Examples of prohibited conduct include, but are not limited to, the following:

- Sexual harassment, defined to include unwelcome sexual advances, requests for sexual favors, and other verbal, physical or visual unwelcome conduct of a sexual nature.
- Harassment or discrimination is defined to include verbal, physical or other conduct of a nature, which is offensive to a person on the basis of race, color, national origin, disability, sex, and age.
- Retaliation against any person for filing a charge or complaint of prohibited conduct.
- Retaliation against the respondent in a charge or complaint of prohibited conduct.

Prohibited harassment or discrimination includes any conduct or behavior of an inappropriate nature where:

- Submission to the conduct is made either explicitly or implicitly, a term or condition of academic success or employment advantage/benefit, or
- Submission to or rejection of the conduct by an individual is used, threatened, or suggested to be used as the basis for academic or employment decisions; or
- Such conduct has the purpose or effect of substantially interfering with a student's or employee's performance or creating a hostile, intimidating or offensive atmosphere.

Persons violating this policy will face strict discipline up to and including suspension, expulsion, or termination.

Any person believing that he or she has been subject to prohibited harassment, discrimination or retaliation as set forth in this policy shall file a complaint utilizing Appendix A-1-12—Discrimination, Harassment or Retaliation Complaint Operating Procedures.

**DEFINITIONS**

N/A

**APPLICABILITY**

N/A

**Adoption Date:** 2012

**Revision Date (and Board of Governors' Minutes Item Number):**

**Prior Policy/Procedure Number:**

**Schedule for Review:**

**Divisions/Department Responsible for Review and Update:**

**Sponsoring Division/Department:**

**Rescinded Date:**

**Cross Reference:**

**Procedure(s) for Policy:** Appendix A-1-12—Discrimination, Harassment or Retaliation Complaint Operating Procedures

**Related Policies/References:**