

**WESTERN NEBRASKA COMMUNITY COLLEGE
POLICIES AND PROCEDURES**

SECTION: External Relations 100.0000.83
SUBSECTION: College-Community Relations 115.0000.98

Anti-Harassment-Client/Guest
Policy Number: 115.0250.01

POLICY

The most productive and satisfying college environment is one in which learning, work, and other collegiate activities are accomplished in a spirit of mutual trust and respect. Harassment is a form of discrimination that is offensive, impairs moral, undermines the environment of diversity, violates the integrity of the College, and causes serious harm to the productivity, efficiency and stability of the College organization.

All clients/guests have a right to experience activities/services in an environment free from discrimination and harassing conduct, including sexual harassment.

Definitions: Harassment on the basis of an individual's race, color, creed, ancestry, national origin, age, disability, gender, marital status, military status, religion, or other protected status is expressly prohibited under this policy. Harassment on any of these bases is also illegal under state and federal law.

Harassment that is sufficiently severe, pervasive, or persistent so as to interfere with, or limit the ability of an individual to work and function, or to create a hostile environment is strictly prohibited. Conduct constituting harassment in the connection with or in the performance of College business/activity whether on or off campus is prohibited.

DEFINITIONS

N/A

APPLICABILITY

N/A

Adoption Date: 2001

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Rescinded Date: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: