

**TITLE:           SEXUAL HARASSMENT POLICY**

It is the policy of Gogebic Community that no employee, staff member, or student shall be subject to sexual harassment while on college premises or in connection with or related to his/her education or employment at Gogebic. Sexual harassment has absolutely no place in an academic environment and will not be tolerated by the college.

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

1.     Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or education, or
2.     Submission to or rejection of such conduct by an individual is used as the basis for academic or employment decision affecting that individual, or
3.     Such conduct has the purpose or effect of substantially interfering with an individual's academic or professional performance or creating an intimidating, hostile or offensive education or employment environment.

Any employee, staff member, 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.

Complaints of sexual harassment should be promptly reported to the Dean of Student Services who will conduct a full investigation. Persons will be asked, but not required, to sign a written statement as part of the investigation, which may be used in any disciplinary proceedings which result from the investigation.

Date of Adoption: 2/26/92

Revised: 12/19/95, 1/25/00, 5/26/15