

**SOUTH FLORIDA COMMUNITY COLLEGE**

**MANUAL OF POLICY**

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<b><u>Title</u></b>	<b>PROHIBITION AGAINST DISCRIMINATION AND HARASSMENT</b>	<b><u>Number</u></b> <b>5.23</b>
<b><u>Legal Authority</u></b>	<b>TITLE VII (42 U.S.C. Sec. 2000 e-2) TITLE IX (20 U.S.C. 1681) FLORIDA STATUTES 1001.64</b>	<b><u>Page</u></b> <b>1 of 2</b>

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South Florida Community College is committed to providing an educational and work environment free from harassment and discrimination based on such factors as gender, race, color, age, religion, national origin, disability, and marital status. The College will not tolerate illegal or improper harassment or discrimination of its employees or students by employees, students, or vendors and will attempt to protect its students and employees from non-student or non-employee harassment.

Each complaint of harassment or discrimination that is reported to a College official shall be investigated thoroughly, promptly, and with an emphasis on confidentiality. Retaliation against any employee or student for making a complaint or reporting harassment will not be tolerated. The President is authorized to create and maintain procedures for prompt corrective action up to and including termination of employment for employees or dismissal from the educational program for students consistent with due process.

Harassment or discrimination includes:

1. Any slurs, innuendoes, or other verbal or physical conduct reflecting on an individual's race, ethnic background, gender, religion, disability condition, or age which has the purpose or effect of creating an intimidating, hostile, or offensive educational or work environment; has the purpose or effect of unreasonably interfering with the individual's work or school performance or participation; or otherwise adversely affects an individual's employment or educational opportunities.

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Date Issued by:	Authenticated by
District Board of Trustees	President
Date: 05/22/90	<b>Reviewed No. 1</b> Date: 07/01/04
	2 07/01/07
	Revised. No. 1 Date: 12/19/01
	2 01/28/04

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OPR: Vice President, Administrative Services/Human Resources

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AND HARASSMENT**

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2. The denial of, or the provision of, aid, benefits, grades, rewards, employment, faculty assistance, services, or treatment on the basis of sexual advances or requests for sexual favors.
3. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition on an individual's employment or education; submission to or rejection of such conduct is used as a basis for educational or employment decisions affecting the individual; or such conduct has the purpose or effect of unreasonably interfering with an individual's work or educational performance or creating an intimidating, hostile, or offensive working or educational environment.

The President shall establish a procedure for potential redress of College personnel and students who wish to file a complaint dealing with alleged harassment and/or discrimination.

**Bad Faith Claims of Sexual, Racial, or Other Illegal or Improper Harassment**

Bad faith claims of sexual, racial, or other illegal or improper harassment are claims made when the person making the claim knows the claim is false but makes it anyway. Persons who make bad faith claims under this subsection will be subjected to disciplinary action up to and including termination of employment or dismissal from the educational program.