

# WESTERN NEBRASKA COMMUNITY COLLEGE

## Western Community College Area Board of Governors' Policy

<b>TITLE:</b>	Sexual Harassment Policy (Regulatory Policy Standards)
<b>DIVISION:</b>	Western Nebraska Community College
<b>CATEGORY:</b>	College Personnel/Student
<b>REFERENCE:</b>	Title VII, 1964 Civil Rights Act; Title IX, Education Amendments of 1972; Nebraska Equal Opportunity in Postsecondary Education Act.
<b>NUMBER:</b>	BP-721
<b>APPROVAL/DATE:</b>	F. Lynne Klemke, President, WCCA Board of Governors Date: July 15, 2020

---

### **Purpose**

Western Nebraska Community College (WNCC) is committed to providing an environment free from discrimination on the basis of sex and provides resources and services to assist students, faculty and staff in addressing issues involving sex discrimination. The College strictly prohibits any form of sexual harassment, which includes sexual harassment, sexual assault, dating violence, domestic violence, stalking, and retaliation.

### **Scope**

This policy applies to all members of the WNCC community: employees, regardless of their classification or status, and students.

WNCC has jurisdiction over a Respondent whenever prohibited conduct occurs in the College's education program or activity against a person in the United States.

---

### **Policy**

Sexual harassment, sexual assault, dating violence, domestic violence and stalking are against the law and are prohibited conduct under WNCC policy. All reported incidents will be thoroughly investigated and those found responsible dealt with as necessary, whether criminally charged or be handled through the College's sexual harassment procedure. Consistent with state and federal laws, this policy prohibits retaliation against a person for reporting discrimination and sexual harassment; or participating in the investigation or adjudication of such a complaint.

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

Any person believing that he or she has been subject to prohibited sexual harassment, including sexual harassment, sexual assault, dating violence, domestic violence, stalking, or retaliation should file a complaint utilizing the College's Sexual Harassment Grievance and Investigation Procedure.

### **Applicability**

The President is authorized and directed to adopt appropriate procedures to carry out this policy and comply with state and federal law.

### **Revising this Policy**

This Board Policy supersedes any prior WNCC policy, procedure, guideline or handbook on this subject matter.

**Adoption Date and Board of Governors' Minutes Item Number:** 1979

**Revision Date and Board of Governors' Minutes Item Number:** August 18, 1982 Item I

November 14, 2001

July 15, 2020 Agenda Item I (1) (b)

**Prior Policy Number:** 415.0850.12 Discrimination, Harassment or Retaliation (employee)

**Sponsoring Division/Department:** Human Resources

**Repeal Date and Board of Governors' Minutes Item Number:** July 15, 2020 Agenda Item I (2) (f)

500.3801.14 Sexual Misconduct: Dating/Domestic Violence, Sexual Assault and Stalking