

6Hx19-2.56 EDUCATIONAL AND WORKPLACE HARASSMENT

The purpose of this Board Rule is to establish Board policy concerning harassment in the College's education programs and activities and the College as a workplace. In addition to this policy relating to the prohibition of educational and workplace harassment, the College also maintains a comprehensive policy relating to the prevention and prohibition of sexual assault (See Board Rule 6Hx19-1.33, *Sexual Assault Prevention and Response Measures*). All students, college employees, student workers, volunteers, and visitors shall fully comply with both Board Rules.

In accordance with Federal and State Laws and Rules, harassment within the College's education programs, activities and work environment in any form, whether directed toward supervisors, employees, or students, will not be condoned or tolerated by the College.

The College defines harassing conduct as any unwelcome verbal, written, or physical conduct that is based on race (including dress and grooming), color, ancestry, national origin (including ethnicity, accent, and use of a language other than English), religion or religious creed (including reasonable accommodation of religious beliefs or practices), physical or mental disability (including reasonable accommodation of physical or mental disability), genetic information, sex (including pregnancy, childbirth, lactation). Harassment includes behavior that can reasonably be considered to adversely affect the work environment (that is, potentially giving rise to a "hostile work environment"). Harassment also includes "quid pro quo harassment," conduct that generally results in a tangible employment or academic decision based upon acceptance or rejection of advances or requests for sexual or other favors.

The College shall adopt a procedure for handling complaints of harassment.

Rule Adopted: 6/13/83; 12/16/85; 11/16/87; 10/21/97; 1/16/07; 1/20/09; 5/15/18; 11/17/20; 9/19/23

Effective Date: 6/13/83; 12/16/85; 11/16/87; 10/21/97; 1/16/07; 1/20/09; 5/15/18; 11/17/20; 9/19/23

Legal Authority:

General Authority: Florida Statutes: 1001.64; 1001.65

Other References: Florida Administrative Code: 6A-19.008(1)

Law Implemented: Florida Statutes: 110.112(5); 1000.05; 1001.64(1)(2)(4)(8)(18)(43)(44); 1001.65(1)(3)(16)(22)(24)

Proposer: Timothy L. Beard, Ph.D., President

Administratively reviewed, no changes recommended: 01/03/13