

Sexual Harassment Policy

Adopted February 1999; Amended November 2014

The college has long been dedicated to maintaining and fostering a fair, humane, and responsible environment for all students, staff, and faculty. The college affirms Title VII of the *Civil Rights Act of 1964*, the *Age Discrimination in Employment Act*, the *Americans with Disabilities Act of 1990*, and the *EEOC Guidelines on Discrimination Because of Sex*, Section 1604.11. The college prohibits harassment against students and employees because of race, color, religion, national origin, age, disability, marital status, citizenship, sexual orientation, gender, or any other characteristic protected by law. Any questions regarding the nondiscrimination policy and procedures of the college should be referred to one of the Title IX Coordinators of the college. You may also refer any questions to the Department of Education Office of Civil Rights, available at using the following contact information:

U.S. Department of Education
Office for Civil Rights
Lyndon Baines Johnson Department of Education Bldg
400 Maryland Avenue, SW
Washington, DC 20202-1100
Telephone: 800-421-3481
FAX: 202-453-6012; TDD: 800-877-8339
Email: OCR@ed.gov

Harassment is defined as any unwanted explicitly derogatory statement or discriminatory remark referring to a recipient's race, color, religion, national origin, age, disability, marital status, citizenship, sexual orientation, or gender made by someone anywhere on either campus, in an off-campus classroom, on a field-trip or at a school-related conference which is offensive or which causes the recipient discomfort or humiliation or which unreasonably interferes with that recipient's attempt to learn or perform his/her job. Sexual harassment includes sexual misconduct. Employees or students who believe they have experienced harassment because of any of the characteristics mentioned that are protected by law should follow the processes described below.

The college does not tolerate sexual harassment and prohibits the crimes of dating violence, domestic violence, sexual assault, and stalking on campus, in an off-campus or online classroom, field trip or school-related conference, via online, electronic mail or digital contact, or in the workplace. No employees or students – either male or female – should be subject to unwelcome verbal or physical conduct that is sexual in nature or that shows hostility to the employee or student because of gender. Sexual harassment does not refer to occasional compliments of a socially acceptable nature. It refers to behavior that is not welcome, that is personally offensive, that debilitates morale, and that therefore, interferes with education and work effectiveness.

The college and case law specify that sexual harassment not only occurs when male supervisors, co-workers, or instructors harass female employees or students, but can also involve women harassing men, women harassing women, or men harassing men, regardless of

whether the harassing individual is a college employee, a student, or a third party such as a vendor or a member of the public.

Management Responsibility

Management at all levels of the college is responsible for preventing sexual harassment in the workplace and classroom. This responsibility includes immediately reporting conduct by anyone, whether a coworker, supervisor, student, or non-employee, that may constitute sexual harassment.

Definitions

The college consults the updated Federal Bureau of Investigation (FBI) definitions for the forcible sexual offenses (forcible rape, forcible sodomy, sexual assault with an object, and forcible fondling) and the updated FBI and North Carolina definitions for the nonforcible sexual offenses (incest and statutory rape).

Consent is a voluntary agreement to engage in sexual activity. Past consent does not imply future consent; consent can be withdrawn at any time. Silence or lack of resistance does not imply consent. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another. Coercion, force, or threats of either coercion or force invalidate consent. Someone who is too young to give consent or is temporarily or permanently incapacitated mentally or physically cannot consent.

Dating Violence is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim, including, but not limited to, sexual or physical abuse or the threat of such abuse; and where the existence of such a relationship shall be determined based on the complainant's statement and with consideration of the following factors:

1. The length of the relationship.
2. The type of relationship.
3. The frequency of interaction between the persons involved in the relationship.

Domestic Violence is a felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabited with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Hate Crimes are crimes reported to local police agencies or to a campus security authority that manifest evidence that the victim was intentionally selected, in whole or in part, by the offender's bias, a preformed negative opinion or attitude toward the complainant based on

their actual or perceived race, gender, gender identity, sexual orientation, religion, disability, ethnicity or national origin.

Incapacitation can be due to use of alcohol or drugs, sleep, the state of unconsciousness, or because of intellectual or other disability that prevents someone from having the capacity to agree to engage in sexual activity. In North Carolina, someone under the age of sixteen is presumed too young to consent to engage in sexual activity if the other party is at least 12 years old and is at least four years older than the victim, unless the parties are lawfully married.

Sexual assault is an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the Federal Bureau of Investigation's Uniform Crime Reporting Program.

Sexual harassment is unwelcome conduct of a sexual nature, including unwelcome sexual advances, requests for sexual favors, sexual violence, and other verbal, nonverbal or physical conduct of a sexual nature, of conduct of a sexual nature that is sufficiently severe, persistent, or pervasive to interfere with or limit a student's ability to participate in or benefit from the education program, or to create a hostile or abusive educational environment.

In addition, sexual harassment in the workplace is unwelcome verbal or physical:

1. conduct of a sexual nature when submission to the conduct is made either an explicit or implicit term or condition of employment (such as promotion, training, timekeeping, overtime assignments, leaves of absence) or academic progress;
2. conduct of a sexual nature when submission to or rejection of the conduct is used as a basis for making employment or academic decisions;
3. conduct of a sexual nature when the conduct has the purpose or effect of substantially interfering with individuals' work performance or creating an intimidating, hostile, or offensive work or academic environment; or
4. nonsexual conduct that denigrates or shows hostility toward persons because of their gender when the conduct has the purpose or effect of substantially interfering with individuals' work or academic performance or creating an intimidating, hostile, or offensive work or classroom environment.

Stalking is engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others; or suffer substantial emotional distress (significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling).

Examples of Prohibited Conduct

Examples of conduct prohibited by this policy include, but are not limited to, the following:

1. Any sexual activity, conduct, or touching between a college employee and a student in their current and direct supervision, including in the classroom, (because such activity is presumed to be nonconsensual).
2. In exchange for sexual activity, offering or implying an employment-related reward (such as a promotion or raise) or offering or implying a particular grade to students.

3. Threatening or taking a negative employment action (such as termination, demotion, denial of a leave of absence) if sexual conduct is rejected; threatening or assigning a low or non-passing grade if sexual conduct is rejected.
4. Making unwelcome sexual advances or engaging in repeated flirtations.
5. Engaging in unwelcome intentional touching of another person or other unwanted intentional physical contact (including patting, pinching, or intentionally brushing against another person's body).
6. Engaging in unwelcome whistling, staring, or leering at another person.
7. Asking unwelcome questions or making unwelcome comments about other persons' sexual activities, dating, personal or intimate relationships, or appearance.
8. Giving unwelcome sexually suggestive or flirtatious gifts.
9. Sending unwelcome sexually suggestive or flirtatious letters, notes, e-mails, texts, tweets, or voice mails.
10. Engaging in conduct or making remarks that are sexually suggestive or that demean or show hostility to persons because of their gender (including jokes, pranks, teasing, obscenities, obscene or rude gestures or noises, slurs, epithets, taunts, negative stereotyping, threats, blocking of physical movement).
11. Displaying or circulating pictures, objects, or written materials (including graffiti, cartoons, photographs, pinups, calendars, magazines, figurines, novelty items) that are sexually suggestive or that demean or show hostility to persons because of their gender.

Confidentiality for incidents of sexual misconduct Policy

The College encourages complainants of sexual misconduct to talk to someone about the incident so complainants can get the support they need and so the College can respond appropriately. The College also provides an online system for anonymous reporting. All reports of sexual misconduct will be investigated. The Office of Student Services will design procedures to maintain a complainant's confidentiality, if requested by the complainant, within the constraints allowed by an investigation and to inform the complainant of the possible consequences to the investigation of a confidentiality request.

The College remains committed to meeting its reporting or other obligations under federal and state law. In addition, if the College determines that the alleged perpetrator(s) pose a serious and immediate threat to the College community, the College may issue a timely warning to the community. Any such warning should not include any information that identifies the victim.

The College must weigh any request by a complainant to maintain confidentiality, or request by a complainant that no investigation into a particular incident be conducted or disciplinary action taken, against the College's obligation to provide a safe, non-discriminatory environment for all students, including the complainant. If the College determines that it cannot maintain a complainant's confidentiality, the College will inform the complainant prior to starting an investigation and will, to the extent possible, only share information with people responsible for handling the College's response. The College may not require a complainant to participate in any investigation or disciplinary proceeding.

PROCEDURES WHEN A STUDENT IS A COMPLAINANT OR RESPONDENT

Complaints

Students who believe that they have been sexually harassed on campus, in an off-campus or online classroom, on a field trip or at a school-related conference, or via online, electronic mail or digital contact are encouraged but not required to promptly tell the offending individual that the conduct is unwelcome and ask the person to stop the conduct. Persons who receive such requests must immediately comply with them and must not retaliate against the student for rejecting the conduct.

Students who believe they have been sexually harassed should report the harassment to one of the campus Title IX Coordinators. If the student is complaining of harassment by one of the campus Title IX Coordinators, the employee should report the harassment to a different Title IX Coordinator. If a student reports the harassment to any other college employee, then that employee has the responsibility to report the harassment to a Title IX Coordinator.

If a student is aware of conduct that might constitute sexual harassment, the student is encouraged to report the conduct to a Title IX Coordinator, regardless of how the student became aware of the conduct.

The college has designated one Title IX coordinator on each campus for daytime (until 5pm weekdays) and one Title IX coordinator for nights and weekends (total number of three coordinators). The daytime Title IX coordinator on the Tarboro campus is responsible for the college's overall response to sexual misconduct. Any Title IX coordinator may be obligated to inform a campus safety officer or local law enforcement if a crime may have been committed.

Students who believe they have been sexually harassed may report the harassment to any college employee, keeping in mind that any college employee who learns of conduct that may be sexual harassment is obligated to inform the Title IX Coordinator and may be obligated to inform a campus safety officer or local law enforcement if a crime may have been committed.

Criminal Complaints

Regardless of whether a student reports sexual harassment to a responsible employee, the student has the right to report allegedly criminal sexual harassment to a campus safety officer or local law enforcement. Students should be aware that campus safety officers or local law enforcement officers may inform the college of alleged criminal conduct that is reported to them.

Immediate Assistance

The college is committed to providing immediate assistance to students in a crisis situation to obtain needed resources including medical care, to explain reporting options, and to help the students to navigate the reporting process.

Students should call 911 for emergency medical and safety assistance. Students may call any of the following at the campus switchboard, 823-5166:

Tarboro campus security;
Rocky Mount campus security;
Title IX Coordinator on duty.

The college does not provide on-campus medical care, counselors, or sexual misconduct advocates. Students may obtain assistance from off-campus community service organizations. The Title IX Coordinator and the Office of Student Services maintain an updated list of community service organizations with the facilities to assist students.

Students who experience sexual violence are advised to seek treatment for injuries, preventative treatment for sexually transmitted diseases, and other physical and mental health services. In seeking immediate medical treatment, students may be able to preserve evidence that may assist in seeking remedies such as legal prosecution of a perpetrator. Medical providers will assist students who need examination for a rape kit or by a sexual assault nurse examiner. On-campus security officers can accompany, or assist with arrangements to transport, a student to a local hospital or medical center or one of the area domestic violence and rape crisis centers (such as My Sister's House in Rocky Mount and Tarboro, Hannah's Place in Roanoke Rapids, or Wesley Shelter in Wilson).

The college will make immediate, reasonable efforts to ensure the safety and well-being of the complainant, for example, by making scheduling changes in academics, internships, Federal Work Study assignments, allowing the complainant to withdraw from or retake a class without penalty, and providing access to academic support such as tutoring.

Ongoing Assistance

The area domestic violence and rape crisis centers (such as My Sister's House in Rocky Mount and Tarboro, Hannah's Place in Roanoke Rapids, or Wesley Shelter in Wilson) provide counseling and support for victims of sexual misconduct. These services are available to our students whether or not the student chooses to make an official report to the college or to a law enforcement agency or participates in the college's disciplinary or any criminal process. These community organizations can explain whether they have any obligations to disclose information students may want to remain confidential.

The college acknowledges that sexual violence can have ongoing effects on students' physical and mental health. Students who experience sexual misconduct are encouraged to refer to the college policies regarding disability accommodations for further assistance if such accommodations would improve the student's educational experience.

The Title IX Coordinator will provide ongoing support to students during the college's investigation into sexual misconduct, including any disciplinary process. The Title IX Coordinator will provide a written explanation of the student's rights and options regarding

reports of on- or off-campus offenses of dating violence, domestic violence, sexual assault, or stalking.

While an investigation is pending, the college will make ongoing, reasonable efforts to ensure the safety and well-being of the complainant, for example, by making scheduling changes in academics, internships, Federal Work Study assignments, allowing the complainant to withdraw from or retake a class without penalty, providing access to academic support such as tutoring, imposing no-contact orders upon the respondent, and changing the respondent's course schedule. In the case of a complainant requesting confidentiality, the college may be unable to change the respondent's course schedule without breaching confidentiality but will assist the complainant in changing the complainant's course schedule.

Retaliation

This policy also prohibits retaliation, intimidation, threats, coercion, or other discrimination against students who file a complaint for sexual harassment on behalf of themselves or others, who press criminal charges for conduct prohibited under this policy, are alleged to have conducted sexual harassment, or who assist in investigating charges, including as a witness. Students bringing a sexual harassment complaint or assisting in the investigation of such a complaint are not adversely affected in terms and conditions of employment (such as for internships or Federal Work Study), course requirements, environment, or grades and shall not be discriminated against, discharged, or dropped from a class because of the complaint or investigation. Retaliation may include disseminating information of a confidential nature that is defamatory or otherwise disrupts the reputation of an individual who has not been proven responsible for conduct in violation of this policy or criminal law. The college will take strong responsive action if retaliation occurs.

Investigation Procedures

The Vice President of Student Services will appoint a Title IX Coordinator different from the one who received the initial complaint to investigate the conduct that is the subject of the complaint. The Title IX Coordinator who received the initial complaint shall remain as the point of contact and procedural support for the complainant. The Title IX Coordinators are trained to provide support and conduct investigations into complaints of sexual harassment.

To the extent possible within the constraints of the confidentiality policy, the investigator will interview the complainant, the respondent, and any witnesses to the conduct or others as recommended by the complainant and respondent. (If the complainant requests confidentiality, the investigator will necessarily be limited in how to proceed.) The investigator will review any existing written summaries of the conduct and interview the employee who wrote the summary. The investigator may interview additional persons as necessary to provide clarity in the investigation. The investigator shall include in the investigation any retaliatory conduct that arose after and is reasonably related to the initial harassing conduct. The standard of proof is a preponderance of the evidence. The investigator shall provide a written summary of the investigation into the conduct of sexual harassment or any retaliatory conduct thereafter with a recommendation as to findings, for student-respondents, to the Dean of

Students (Rocky Mount campus) or Dean of Enrollment (Tarboro campus), and for employee-respondents, to the Human Resources Director or, in that person's absence, to the supervisor of the Human Resources Director.

If an employee is the respondent in a complaint by a student, the Human Resources Director will report findings to the President of the college for further proceedings consistent with the employee procedures described below.

If a student is the respondent, then the Dean of Students (Rocky Mount campus) or Dean of Enrollment (Tarboro campus) shall determine any disciplinary sanctions, up to and including expulsion from the college, consistent with the Code of Conduct policy expressed in the then-current Student Handbook. The complainant and the respondent shall be informed at the same time in writing of the findings of the investigation. Any disciplinary sanctions imposed are confidential and shall not be included in the academic record or transcript of the student. The responsible student will be informed of any disciplinary sanctions. If disciplinary sanctions are imposed on the respondent, the complainant is entitled to be informed only that sanctions were imposed but not the exact nature of the sanctions.

If a complainant also makes a report to the appropriate law enforcement agency, then the Title IX Coordinator may be compelled by law to share information from the college's investigation with the parallel investigation by law enforcement and/or local prosecutors.

To the extent possible given the circumstances, the investigation will be concluded and the complaint resolved within 60 calendar days of the complaint. If the investigator and college administration cannot meet this timeframe, then the investigation shall be extended for a determinate amount of time as needed to complete the investigation and resolution of the complaint. The Title IX Coordinator who is the complainant's contact person will explain the extension, as well as the reason(s) for extending the timeframe.

Grievance/ Adjudication Procedures

If either the complainant or the respondent is not satisfied with the findings of the Dean, then either party is entitled to initiate a Formal Appeal by submitting a written appeal within ten class days of the Dean's decision to the Vice-President of Student Services. The Formal Appeal Procedures For Student Complaints is described in detail in the Student Handbook. Mediation is never appropriate in sexual misconduct cases.

At or around the time that the Formal Appeal hearing is scheduled, both parties shall be notified of the names and job titles of the college employees serving on the Campus Appeals Committee to provide either party the opportunity to raise issues related to potential conflicts of interest of such individuals. To the extent permitted by the college's obligations to abide by requests for confidentiality, both parties shall be provided the written materials that are submitted to the Campus Appeals Committee Chair by the Dean of Students or Dean of Enrollment Management as those materials will form the background material reviewed by the Campus Appeals Committee prior to the hearing.

In the case of a Formal Appeal that is scheduled while criminal charges are pending against the respondent for the conduct that is the subject matter of the hearing, the respondent is entitled to the assistance of an attorney at the respondent's expense. If the respondent chooses to be assisted by an attorney at the hearing, then the respondent must provide notice to the Campus Appeals Committee Chair and the General Counsel of the college at least ten class days prior to the scheduled hearing. Only if the respondent chooses to be assisted by an attorney at the hearing, then the complainant is also entitled to the assistance of an attorney at the complainant's expense. If the respondent does not provide notice to the college as described above, then the Campus Appeals Committee Chair may reschedule the hearing at the complainant's request to provide time for the complainant to arrange attorney assistance.

The complainant and respondent should inform any attorney assisting them that the Formal Appeal hearing is not a civil court proceeding or an administrative tribunal with formal civil and administrative procedures. There are limitations on the evidence that may be presented. The respondent is prohibited from questioning witnesses about, or introducing other evidence about, the complainant's prior sexual conduct with anyone other than the respondent. Both parties should know that evidence of a prior consensual dating or sexual relationship between the parties by itself does not imply consent or preclude a finding of sexual misconduct. The respondent may not personally cross-examine the complainant; any questions should be provided in writing and will be read verbatim to the complainant by the Campus Appeals Committee Chair.

For conduct that may be criminal under state or federal law, both parties should be aware that the respondent may be found by the college to be responsible for conduct under the standard of proof used by the college of preponderance of the evidence and have a different result from law enforcement or prosecution for the same conduct based on the different standard of proof used by the local jurisdiction.

Regardless of the outcome of an investigation, findings of the Dean or Campus Appeals Committee, or disciplinary sanctions imposed, the college will not require a party to abide by a nondisclosure agreement, in writing or otherwise, that would prevent the redisclosure of information related to the outcome of the proceeding.

Prevention and Education

The college is committed to preventing sexual harassment, dating violence, domestic violence, sexual assault, and stalking at the college or college-related events. Educational programs will include training activities at new student orientations, periodic workshops during the academic year, and online programming materials for education of continuing students. Student-oriented training will include material pertinent to safe and positive options for bystander intervention, risk reduction, and education for students about the college sexual misconduct and confidentiality policies.

Training

All college employees will receive training annually about the college sexual misconduct and confidentiality policies applicable for students and employees, including safe and positive options for bystander intervention, risk reduction, and identifying and responding to sexual misconduct. The Title IX coordinators will receive annual training in responding to, investigating, and adjudicating sexual misconduct. The members of the Campus Appeals Committee will be trained by the Title IX coordinators in adjudicating sexual misconduct appeals.

PROCEDURE WHEN EMPLOYEES ARE BOTH THE COMPLAINANT AND RESPONDENT

Employees who believe that they have been subjected to sexual harassment on campus, in an off-campus classroom, on a field trip or at a school-related conference, or via online, electronic mail or digital contact are encouraged to promptly tell the individuals that the conduct is unwelcome and ask the persons to stop the conduct. Persons who receive such requests must immediately comply with them and must not retaliate against the employees for rejecting the conduct.

Employees who believe they have been sexually harassed should report the harassment directly to the Human Resources Director or, in that person's absence, to the supervisor of the Human Resources Director. If the employee is complaining of harassment by the Human Resources Director, the employee should report the harassment to the Vice President of Administrative Services. If employees complain of harassing conduct by students, the complaint should be directed to the Vice President of Student Services. The investigation and disciplinary process for any employee complaint that involves a student as the respondent shall follow the procedures described above, "PROCEDURES WHEN A STUDENT IS A COMPLAINANT OR RESPONDENT."

If a supervisor or other employee has not received a complaint but suspects that conduct might constitute sexual harassment, that person should report the conduct to the Human Resources Director, or to the Vice President of Student Services if the conduct is by a college student, regardless of how that person became aware of the conduct.

Complaint

An employee who receives an initial complaint of sexual harassment should listen carefully to the complaint, write a summary of it, and ask the complainant to read it for accuracy and sign it. If the employee does not want to sign the summary, the complaint recipient will note the refusal, sign and date the summary. The complaint recipient must immediately forward the complaint to the Human Resources Director, unless the Human Resources Director is the accused, in which case the complaint recipient should immediately forward the complaint to the Vice President of Administrative Services.

The Human Resources Director must advise the complainant in writing of his/her rights and assistance available for reports of on- or off-campus offenses of dating violence, domestic violence, sexual assault, or stalking and the college's policy and procedures regarding the

investigation and disciplinary process for complaints of sexual harassment. If the Human Resources Director is the accused, then the Vice President of Administrative Services or his/her designee will advise the complainant and conduct the other duties of the Human Resources Director as listed in this policy below.

Investigation

The President shall designate a neutral administrator to investigate the alleged conduct in accordance with the confidentiality policy described hereinabove.

To the extent possible within the constraints of the confidentiality policy, the investigator will interview the complainant, the respondent, and any witnesses to the conduct or to the characters of the complainant and respondent as recommended by the complainant and respondent. (If the complainant requests confidentiality, the investigator will necessarily be limited in how to proceed.) The investigator will review the written summary of the conduct and interview the employee who wrote the summary. The investigator may interview additional persons as necessary to provide clarity in the investigation. The investigator shall provide a written summary of the investigation with a recommendation as to findings to the President. The President shall determine any disciplinary sanctions, up to and including termination of employment for just cause. The complainant and the respondent shall be informed in writing of the findings of the investigation. Any disciplinary sanctions imposed in response to a finding of responsibility for sexual harassment are a confidential employment matter. The respondent will be informed of any disciplinary sanctions. If disciplinary sanctions are imposed on the respondent, the complainant is entitled to be informed only that sanctions were imposed but not the exact nature of the sanctions.

The Hearing

After both parties are informed of the findings of the investigation, either the complainant or the respondent may request a hearing by a Hearing Committee to contest the findings. The Hearing Committee is composed of the following: the Human Resources Director, who acts as chair; three Harassment Complaint Representatives appointed by the college President; the Vice President of Instruction; and the Vice President of Student Services. If the respondent is a regular member of the Hearing Committee, then the President will designate a substitute member.

The Hearing Committee shall begin its investigation by reviewing the findings and recommendation of the investigator and the President prior to admitting the complainant and respondent to the hearing. The hearing will be audio-recorded and minutes transcribed from the audio-recording. Both parties have the opportunity to submit evidence (including calling witnesses) they deem relevant to the charge, with the complainant presenting evidence first and the respondent having the opportunity to answer. Both parties are required to be present at the hearing for the complaint to be heard, but the Hearing Committee will make arrangements upon request by the complainant so that they do not have to meet face to face.

The Hearing Committee shall deliberate on the findings and recommendation of the investigator, the recommendation of the President for disciplinary sanctions, if any, and on the evidence presented during the hearing. The Human Resources Director, as chair of the Hearing Committee shall report the results of the hearing to the President. If the Hearing Committee determines that the sexual harassment charges are true, the President decides upon and implements the penalty. The complainant and the respondent each have the right to appeal the President's decision as specified in the section entitled "Due Process for Personnel" in the *Employee Handbook*. The Office of the HR Director shall maintain the record of the hearing (either summary or verbatim) and all evidence presented at the hearing.

Retaliation

This policy also prohibits retaliation, intimidation, threats, coercion, or other discrimination against employees who file a complaint for sexual harassment on behalf of themselves or others, who press criminal charges for conduct prohibited under this policy, are alleged to have conducted sexual harassment, or who assist in investigating charges, including as a witness. Retaliation may include disseminating information of a confidential nature that is defamatory or otherwise disrupts the reputation of an individual who has not been proven responsible for conduct in violation of this policy or criminal law. Retaliation in violation of this policy may result in discipline up to and including termination of employment for just cause. Employees bringing a sexual harassment complaint or assisting in the investigation of such a complaint are not adversely affected in terms and conditions of employment. The college will take strong responsive action if retaliation occurs.