



<p>Policy Title Sexual Misconduct</p>	<p>Original Adoption Date 7/12/1993</p>	<p>Policy Number HR-323</p>
<p>Responsible College Division/Department Human Resources</p>	<p>Responsible College Manager Title Executive Director of Human Resources</p>	
<p style="text-align: center;">Policy Statement</p> <p>In accordance with applicable state and federal law, the College will maintain a learning and work environment free of sexual misconduct for students, employees, and third party vendors or visitors. Therefore all such conduct is strictly prohibited on Lakeshore Technical College grounds, facilities under its control and in its educational programs</p> <p><u>Sexual Misconduct</u></p> <p>Sexual misconduct is defined as any unwelcome behavior of a sexual nature that is committed without consent or by force, intimidation, coercion, or manipulation. Sexual misconduct is behavior committed by a person of any gender, and can occur between people of the same or different gender and can unreasonably interfere with an individual’s work or academic performance, create a hostile, intimidating or offensive environment or is the basis for an employment or educational decision.</p> <p><u>Retaliation</u></p> <p>In accordance with state and federal law, Lakeshore Technical College prohibits retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint or otherwise oppose discrimination.</p> <p>Any student or employee of the college who engages in sexual misconduct or retaliates against someone for reporting or investigating such conduct will be subject to appropriate disciplinary action by the college as described in the relevant student or employee handbook.</p> <p>Harassment of employees and students from any person doing business with the College or others encountered in the course of the College’s functions is also prohibited. While the College’s ability to control the conduct of others may be limited, it will take appropriate action to address the harassment.</p> <p><u>Training and Reporting</u></p> <p>College orientation of students and staff will include education on reporting and prevention of sexual misconduct. Updated training is provided on an annual basis.</p> <p>To ensure compliance regarding Title IX of the Education Amendments of 1972 and Section 504 of the Rehabilitation Act, questions or complaints should be directed to:</p> <p>Title IX Coordinator George Henze Enrollment Services Manager and Registrar Lakeshore Technical College</p>		



1290 North Avenue
Cleveland, WI 53015
Contact information is readily available at all college facilities.

Reason for Policy

The college is committed to ensuring students and employees are afforded an environment that is free from sexual misconduct on its campuses. Education programs are planned and presented to students and employees periodically. These programs are aimed at promoting awareness and prevention of sexual misconduct.

Historical Data, Cross References and Legal Review

Reviewed/Revised: 9/21/94; 12/15/94; 6/17/96; 3/12/99; 3/29/05; 10/4/10; 9/12/13; 7/29/15; 9/2/15; 8/29/17; 8/21/2019

Legal Reference: Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act; 1989 Wisconsin Act 177; WI Statutes 36.11 (22), 38.12 (11), and 940.225

Cross Reference: Equal Opportunity and Affirmative Action; Complaint Procedure; Progressive Discipline Policy; Student Discipline; Complaint Form (Human Resources Department)

Legal Counsel Review and Approval: 3/29/05

Board Policy: III.A. General Executive Constraint, III.B. People Treatment

Definitions

See: [Employee Progressive Discipline Policy](#)