



Policy Title Prohibition of Sexual Harassment under Title IX Policy	Original Adoption Date 7/12/1993	Policy Number SS-323
Responsible College Division/Department Student Services	Responsible College Manager Title Vice President of Student Success	

Policy Statement

All forms of sexual harassment are contrary to basic standards of conduct between individuals. State and federal law and this policy prohibit sexual harassment and Lakeshore Technical College will not tolerate sexual harassment. LTC is committed to providing an academic and work environment that respects the dignity of individuals and groups. The college shall be free of sexual harassment and all forms of sexual intimidation and exploitation including acts of sexual violence.

LTC seeks to foster an environment in which all employees, students, applicants for employment, and applicants for admission feel free to report incidents of sexual harassment in violation of this policy and Title IX, without fear of retaliation or reprisal. Therefore, the college also strictly prohibits retaliation against any individual for filing a complaint of sexual harassment in violation of this policy and Title IX or for participating, or refusing to participate, in a sexual harassment investigation. The college will investigate all allegations of Title IX retaliation swiftly and thoroughly. If the college determines that someone has retaliated, it will take all reasonable steps within its power to stop such conduct. Individuals who engage in Title IX retaliatory conduct are subject to disciplinary action, up to and including termination or expulsion.

Any employee, student, applicant for employment, or applicant for admission who believes that he/she/they has been harassed or retaliated against in violation of this policy should immediately report such incidents by following the procedures described in LTC's Responding to Harassment Based on Sex under Title IX procedure. The college requires supervisors to report all incidents of harassment and retaliation that come to their attention.

This policy applies to all aspects of the academic environment, including but not limited to classroom conditions, grades, academic standing, employment opportunities, scholarships, recommendations, disciplinary actions, and participation in any community college activity. In addition, this policy applies to all terms and conditions of employment, including but not limited to hiring, placement, promotion, disciplinary action, layoff, recall, transfer, leave of absence, training opportunities, and compensation.

To this end the College President shall ensure that the institution undertakes education and training activities to counter sexual harassment and to prevent, minimize, or eliminate any hostile environment that impairs access to equal education opportunity or impacts the terms and conditions of employment.

The College President shall establish procedures that define sexual harassment on campus. The College President shall further establish procedures for employees, students, and other members of the campus community that provide for the investigation and resolution of complaints regarding sexual harassment in violation of this policy, and procedures to resolve complaints of sexual harassment in violation of this policy. State and federal law and this policy prohibit retaliatory acts



against all participants by the college, its employees, students, and agents.

LTC will publish and publicize this policy and related written procedures (including the procedure for making complaints) to administrators, faculty, staff, students, applicants for employment, and applicants for admission, particularly when they are new to the institution. The college will make this policy and related written procedures (including the procedures for making complaints) available in all administrative offices and will post them on the college's website.

Employees who violate the policy and procedures may be subject to disciplinary action up to and including termination. Students who violate this policy and related procedures may be subject to disciplinary measures up to and including expulsion. Volunteers or unpaid interns who violate this policy and related procedures may be subject to disciplinary measure up to and including termination from the volunteer assignment, internship, or other unpaid work experience program.

Reason for Policy

The college is committed to ensuring students and employees are afforded an environment that is free from sexual harassment 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 harassment.

Historical Data, Cross References and Legal Review

Legal Reference: Title IX of the Education Amendments Act of 1972; 34 Code of Federal Regulations Part 106; Title VII of the Civil Rights Act of 1964; 42 U.S. Code Annotated Section 2000e; 20 U.S. Code Sections 1681 et seq.; 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: Prohibition of Sexual Harassment under Title IX Procedure; Responding to Harassment Based on Sex under Title IX Procedure; [Equal Opportunity and Affirmative Action Complaint Procedure](#) ; Complaint Procedure; [Employee Progressive Discipline Procedure](#) ; [Student Conduct Code Policy](#) ; [Complaint Resolution All Employees Policy](#); [Employee Progressive Discipline Policy](#)

Legal Counsel Review and Approval: 3/29/05

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

Definitions