

BP 3430 PROHIBITION OF HARASSMENT

All forms of harassment are contrary to basic standards of conduct between individuals and are prohibited by state and federal law, as well as this policy, and will not be tolerated. Pasadena Area Community College District (District) is committed to providing an academic and work environment that respects the dignity of individuals and groups. The District shall be free of sexual harassment and all forms of sexual intimidation and exploitation including acts of sexual violence. It shall also be free of other unlawful harassment, including that which is based on any of the following statuses: national origin, religion, age, gender, gender identity, gender expression, race or ethnicity, color, medical condition, genetic information, ancestry, sexual orientation, marital status, physical or mental disability, pregnancy, military or veteran status, or because one is perceived to have one or more of the foregoing characteristics, or based on one's association with a person or group with one or more of these actual or perceived characteristics.

Any student or employee who believes that he/she has been harassed or retaliated against in violation of this policy should immediately report such incidents to the Vice President of Human Resources, or an administrative official such as the Vice President/ Assistant Superintendent, Assistant Vice President, or the President/ Superintendent. Supervisors are mandated to report all incidents of harassment and retaliation that come to their attention.

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.

The District's harassment and discrimination policy and procedure are available in the Human Resources Office – Room C204, and can be found on the District website at: <https://www.boarddocs.com/ca/pasadena/board.nsf/goto?open&id=am2q546341ac#> (BP-340 Prohibition of Harassment Policy) and <https://www.boarddocs.com/ca/pasadena/board.nsf/goto?open&id=am2q546341ac#> (AP Prohibition of Harassment Procedure)