



## **BP 3430 Prohibition of Discrimination and Harassment**

### **References:**

Title VII of the Civil Rights Act of 1964, 42 U.S. Code Section 2000e-2  
Age Discrimination in Employment Act of 1967 (ADEA);  
Americans with Disabilities Act of 1990 (ADA);  
ORS 659A  
ORS 243

All forms of discrimination and harassment are contrary to basic standards of conduct between individuals. State and federal law, as well as this policy, prohibit discrimination and harassment and will not be tolerated. This policy applies to all members of the Rogue Community College ("RCC") community including Board of Education members, employees, students, volunteers, and interns.

RCC is committed to providing an academic and work environment that respects the dignity of individuals and groups. RCC shall be free of all forms of unlawful discrimination and harassment. Discrimination and harassment are unlawful and a violation of this policy if it is based on any of the following statuses: race, color, religion, ethnicity, use of native language, national origin, sex, sexual orientation, gender identity, marital status, veteran status, disability, age, pregnancy or any other status protected under applicable federal, state or local laws. For RCC's policy regarding sexual harassment under Title IX, see BP 3433 Prohibition of Sexual Harassment under Title IX and accompanying procedures.

RCC seeks to foster an environment in which employees, students, and other members of the campus community feel free to report incidents of harassment without fear of retaliation or reprisal. Therefore, RCC also strictly prohibits retaliation against any individual for filing a complaint of harassment or for participating in a discrimination or harassment investigation. Such conduct is illegal and constitutes a violation of this policy. RCC will investigate all allegations of retaliation swiftly and thoroughly. If RCC determines that someone has retaliated, it will take all reasonable steps within its power to stop such conduct. Individuals who engage in retaliatory conduct are subject to disciplinary action, up to and including termination or expulsion.

Any student, employee, or other member of the campus community who believes that they have been discriminated against, harassed, or retaliated against in violation of this policy should immediately report such incidents by following the procedures described in AP 3435 Discrimination and Harassment Reports and Investigations. RCC requires supervisors to report all incidents of discrimination, 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, evaluation, disciplinary action, layoff, recall, transfer, leave of absence, training opportunities and compensation.

To this end the President or designee shall ensure that RCC undertakes education and training activities to counter discrimination and 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 President or designee shall establish procedures that define discrimination and harassment on campus. The President or designee shall further establish procedures for employees and students, and other members of the campus community that provide for the investigation and resolution of reports regarding harassment and discrimination, and procedures for students to resolve complaints of harassment and discrimination. State and federal law and this policy prohibit retaliatory acts by RCC, its employees, students, and agents.

RCC will publish and publicize this policy and related written procedures (including the procedure for making reports) to students and employees, particularly when they are new to the institution. RCC will make this policy and related written procedures (including the procedure for making complaints) available in the Human Resources, Risk Management, and Student Compliance 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.

**Rescinds Procedure Number: AP – 047b, AP – 101**

**Adopted: January 21, 2020**

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