

## **EvCC3090: Equal Opportunity / Title IX Policy**

Original Date: 8/3/2000

Revision Date: 5/21/2013

Policy Contact: Title IX Coordinator

### **Policy**

Everett Community College is committed to providing a safe and inclusive environment for all students, employees and patrons.

The college provides equal opportunity in program activities and employment and does not discriminate on the basis of race, religion, creed, color, national origin, age, sex, sexual orientation, gender identity or gender expression, marital status, disability, genetic information or status as a veteran of war as required by law. Prohibited sex discrimination includes sexual harassment.

Harassment is defined, for the purpose of this policy, as unwelcome and unauthorized incidents and/or patterns of conduct and/or speech that are:

- a. severe, persistent or pervasive
- b. when such conduct or action is based on a person's or persons'
  - i. race,
  - ii. color,
  - iii. religious belief,
  - iv. sex,
  - v. marital status,
  - vi. sexual orientation,
  - vii. gender identity or expression,
  - viii. national or ethnic origin,
  - ix. disability,
  - x. genetic information
  - xi. veteran status or
  - xii. age,
- c. and which:
  - i. The harasser either knows, or should know, will have the effect of making the College environment hostile, intimidating, or demeaning to the victim, and
  - ii. in fact renders the College environment (including the environment for employees, students and patrons) hostile, intimidating, or demeaning for the victim.

Sexual Harassment is defined, for the purposes of this policy as unwelcome sexual advances, requests, and other unwelcome conduct of a sexual nature where:

1. submission to such conduct is made, either expressly or implicitly, a term or condition of an individual's employment or education; or
2. submission or rejection of such conduct by an individual is used as the basis for employment or educational decisions affecting such individual; or
3. such conduct has the purpose or effect of substantially interfering with an individual's academic or professional performance; or
4. of creating an intimidating, hostile or demeaning employment or educational environment.

Sexual harassment is a form of sex discrimination. It occurs in a variety of situations which share a common element: The inappropriate introduction of sexual activities or comments into the work or learning situation, the

creation of relationships of unequal power and/or elements of coercion, and sexual assault. In addition, third parties may submit claims if a sexual relationship unfairly confers preferential treatment to participant(s) in the relationship.

The college is committed to responding to complaints and will take immediate and appropriate steps to investigate what occurred and take prompt and effective action to end the harassment, remedy the effects, and prevent it from occurring again.

**RELEVANT LAWS AND OTHER RESOURCES**

Title IX of the Educational Amendments of 1972

Section 504 of the Rehabilitation Act of 1973

Title VII of the Civil Rights Act of 1964, the Age Discrimination Act of 1975

RCW [49.60.030](#)

**APPROVED BY**

Board of Trustees

**APPROVAL DATE: 5/21/2013**