Overview

This administrative rule outlines the College policy regarding Harassment.

Applicability

CGCC non-union employees and students.

Administrative Rule Statement

Columbia Gorge Community College prohibits sexual and discriminatory harassment. The College is committed to maintaining an environment free from illegal discrimination and harassment, and will not tolerate behavior that contributes to creating a hostile work or learning environment.

The College will not tolerate harassment whether verbal or physical, flagrant or subtle, related to any individual’s race, color, religion, gender, national origin, age, disability, sexual orientation, marital status, or any other status protected by applicable local, state, or federal law.

Harassment

Harassment involves unwelcome verbal or physical conduct based upon gender, race, color, religion, national origin, age, disability, sexual orientation, marital status, or any other status protected by applicable local, state, or federal law that has the purpose or effect of unreasonably interfering with an individual’s work performance or learning experience, or creating an intimidating, hostile or offensive working or learning environment. Conduct of this type between employees and/or students, is prohibited regardless of where it occurs. Examples of prohibited racial harassment include derogatory comments, taunting, slurs, jokes, cartoons, images, or graffiti about or motivated by a
person’s race. Unprofessional actions and remarks become harassment when they are unwelcome.

**Sexual Harassment**

Sexual harassment involves unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature, when submission of such conduct is made, either explicitly or implicitly, a term or condition of employment; a condition to receive a passing grade; or when submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting an individual; or when such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creating an intimidating, hostile or offensive working environment. This conduct is prohibited regardless of whether it involves employees of the same or different genders.

Sexual Harassment can include, but is not limited to:

- Conversations with unwelcome sexual innuendo such as sexually suggestive comments or jokes, or comments of a sexual nature, or derogatory comments about gender;

- Improper questions about an employee’s private life; requests for sexual favors; or graphic, degrading or condescending comments of a sexual nature about an employee’s appearance, dress or anatomy;

- Repeated social invitations when the invitee has previously indicated that he or she is not interested in accepting such invitations;

- Circulating material (by any method, electronically or otherwise) which ridicules a gender or which is sexually suggestive, or other forms of discriminatory ridicule or insults, regardless of whether the ridicule is directed at specific individuals;

- Undesired, intentional physical contact (e.g., embracing, touching, pinching), or any threats or suggestions of such contact;

- Display of sexually suggestive calendars, objects, images, cartoons, computer applications or similar displays;
• Abuse of familiarities or inappropriate behavior such as whistling or catcalls, offensive gestures or leering;

• The awarding of performance evaluations, promotions or salary considerations based on sexual favors or acceptance of social invitations, regardless of whether the employee welcomes the invitations.

**In the Context of Academic Freedom**

Evaluation of perceptions of behavior as sexually harassing assumes special importance in the context of carrying out responsibilities in the classroom, labs or library and other similar contexts in fulfilling our educational objectives as related to teaching and learning. Speech or expression of a sexual nature, which is professional and appropriate to a lesson or teaching strategy, may be disturbing without also being harassing. Such speech or expression may, however, depart so far from professional or appropriate behavior that it is not protected by academic freedom. The professional teaching of controversial issues shall not be construed as constituting such a departure. However, speech or expression that is determined to be too far from professional, or that is, upon investigation, determined to be inappropriate behavior is unacceptable, and is not protected by academic freedom.

**Hostile Environment**

A hostile work or learning environment is one in which unwelcome sexual or other harassing conduct unreasonably interferes with an individual’s job performance or creates an intimidating or offensive work or learning environment. This harassment does not necessarily result in tangible or economic job consequences, such as the loss of pay or a promotion, or a lower grade. Employers, supervisors, and co-workers can create a hostile environment.

A hostile environment might include:

• Repeated requests for sexual favors;

• Demeaning sexual inquiries and vulgarities;

• Offensive language;

• Other verbal or physical conduct of a sexual or degrading nature;
ADMINISTRATIVE RULE

- Sexually or otherwise offensive, explicit or sexist signs, cartoons, images, calendars, clothing, literature or photographs displayed in plain view;

- Offensive or vulgar graffiti.

Definitions

None

Interpretation of Administrative Rule

Chief Operating Officer.

Cross Reference to Related Administrative Rules

None

Further Information

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Strategic Direction

KFA 3: Faculty and Staff

Appendix

None