

**SOUTHWESTERN ILLINOIS
COLLEGE
DISTRICT 522
BOARD POLICY MANUAL**

**POLICY
STATEMENT**

POLICY ISSUE: Sexual Harassment

POLICY CODE: 3003

DATE ADOPTED: July 1991

DATE(S) REVIEWED: August 2010

DATE(S) AMENDED: September 2010

It is the policy of Southwestern Illinois College that no member of the college community may sexually harass another. Any employee or student will be subject to disciplinary action for violation of this policy.

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when:

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

Sexual harassment is illegal under both state and federal law. In some cases, it may be prosecuted under the Criminal Sexual Conduct Law.

Administrators, department heads and coordinators are urged to take appropriate steps to disseminate this policy statement and to inform students and employees of procedures for lodging complaints. Any Southwestern Illinois College employee or student having a complaint of sexual harassment should notify the Vice President for Human Resources who serves as the Affirmative Action Officer. At any time, a student or employee may call the Affirmative Action Officer for counseling and advice.