

An Equal Opportunity Institution

It is the policy of the College that no person shall, on the basis of race, color, creed, sex, national origin, veterans status, age or disability, be subjected to any discrimination prohibited by the Civil Rights Act of 1964, as amended; the Age Discrimination in Employment Act, as amended; Americans with Disabilities Act; Section 504 of the Rehabilitation Act of 1973; Title IX of the Educational Amendments of 1972; and other applicable laws, regulations and applicable Executive Orders. This policy applies to recruitment, employment and subsequent placement, training, promotion, compensation, continuation, probation, discharge and other terms and conditions relating to employees and/or students over which the College has jurisdiction.

Inquiries or complaints may be addressed to:

Chief Legal Counsel
Office of the President
P. O. Box 897
Dover, Delaware 19903
(302) 739-4064

POLICY STATEMENT ON SEXUAL HARASSMENT

All faculty, staff and students have a right to work and/or attend college in an environment free of discrimination, including freedom from sexual harassment. Therefore, it is the policy of the College that no member of the College community may sexually harass another. Any employee or student will be subject to disciplinary action including, but not limited to, dismissal for violation of this policy.

Unwelcome sexual advances, requests for sexual favors, and other verbal, written or physical conduct of a sexual nature constitute 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, or
2. submission to or rejection of such conduct by an individual is used as the basis for academic or employment decisions affecting that individual, or
3. such conduct has the purpose or effect of unreasonably interfering with an individual's academic or work performance or creating an intimidating, hostile or offensive employment or educational environment.

Sexual harassment may involve individuals of the same or different gender. Sexual harassment is most frequently associated with those situations in which a power differential exists between persons involved; however, it also may occur between individuals of the same College status, i.e., student-student and employee-employee.

Examples of conduct which may, if continued or repeated, constitute sexual harassment are:

- unnecessary touching, patting, hugging, or brushing against a person's body
- staring, ogling, leering, whistling
- sexually explicit statements, comments, questions, jokes, or anecdotes
- graphic comments about a person's clothing or body
- sexually suggestive objects or pictures in the work place
- harassing use of the electronic mail or telephone communication system
- other unwelcome physical or verbal conduct of a sexual nature

Such conduct, whether offense is intended or not, constitutes sexual harassment and is illegal under both State and federal law. Violations of this policy will not be permitted.

Complaints regarding employees who are alleged to have violated this Policy should be addressed through the Procedure for the Resolution of Sexual Harassment Complaints provided in Section XIII, 13.05, of the Personnel Policy Manual. Complaints regarding students who are alleged to have violated this Policy should be addressed through the College Policy for Violation of Student Rights provided in the Student Handbook.

SPECIAL SERVICES

In compliance with Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act, reasonable accommodations will be provided for students in need of special assistance.