

MANCHESTER COMMUNITY COLLEGE POLICY AGAINST HARASSMENT

The College reaffirms that it does not condone any form of harassment directed towards any person or group within its community: students, employees, or visitors. Everyone associated with the College is obligated to refrain from actions that could intimidate, humiliate or demean persons or groups, or that undermine their sense of security or self-esteem.

Harassment consists of abusive behavior directed toward an individual or group because of race, ethnicity, ancestry, national origin, religion, gender, sexual orientation, age, physical or mental disabilities, including learning disabilities, mental retardation, and past/present history of a mental disorder. The College (a) strictly prohibits making submission to harassment either explicitly or implicitly a term or condition of an individual's employment, performance appraisal, or evaluation of academic performance; and (b) forbids harassment that has the effect of interfering with an individual's performance or creating an intimidating, hostile, or offensive environment.

Behaviors that denigrate others because of their race, ethnicity, ancestry, national origin, religion, gender, sexual orientation, age, physical or mental disabilities, including learning disabilities, mental retardation, or past/present history of a mental disorder are prohibited. The use of derogatory names, inappropriately directed laughter, inconsiderate jokes, anonymous notes or telephone calls, and conspicuous exclusion from conversations and/or classroom discussions are examples of prohibited harassing behaviors.

Most importantly, all members of the College community are responsible for the maintenance of a positive environment in which everyone may feel comfortable working and learning. The failure of managers and supervisors at any level to remedy harassment violates this policy as seriously as the original discriminatory act.

Sexual harassment is defined as any unsolicited and unwanted sexual advance, or any other conduct of a sexual nature whereby (a) submission to these actions is made either explicitly or implicitly a term or condition of an individual's employment, performance appraisal, or evaluation of academic performance; or (b) these actions have the effect of interfering with an individual's performance or create an intimidating, hostile, or offensive environment.

Examples of sexual harassment in the work place may include all activities that attempt to extort sexual favors, inappropriate touching, suggestive comments, and public display of pornographic or suggestive calendars, posters, or signs. All forms of sexual harassment and discrimination are considered serious offenses by the College. Such behavior is particularly offensive when power relationships are involved.

The College strongly discourages romantic or sexual relationships between faculty and student or between supervisor and employee even when such relationships appear, or are believed to be, consensual. The lines of power and authority that exist between the parties may undermine freedom of choice.

Any person who believes that s/he is being harassed or otherwise subjected to discrimination because of race, ethnicity, ancestry, national origin, religion, gender, sexual orientation, age, physical or mental disabilities, including learning disabilities, mental retardation, and past/present history of a mental disorder, or other similar characteristics is encouraged to the Affirmative Action Officer. At Manchester Community College, this role is filled by Debbie Colucci, Affirmative Action & Staff Development Coordinator (Lowe L-134c, 512-3107). Complaints of discrimination may initially be discussed with a supervisor or any employee of the College.

Supervisors and employees receiving complaints must alert the Affirmative Action Officer as soon as possible as to the nature of the incident. The anonymity of complainant and accused may be maintained, upon request, during the reporting and consultation - subject to the provisions of State Law and the policies of the Board of Trustees of Community-Technical Colleges.

Each office and person involved in advising complainants on sources of assistance must avoid comments that might dissuade victims from pursuing their rights or constitute threats of reprisal. Such behavior in itself is discriminatory and is a violation of this policy.

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