



## **BP 3433 Prohibition of Sexual Harassment Under Title IX**

### **References:**

Title IX of the Education Amendments Act of 1972;  
34 Code of Federal Regulations Part 106

All forms of sexual harassment are contrary to basic standards of conduct between individuals. State and federal law and this policy prohibit sexual harassment and Rogue Community College ("RCC") will not tolerate sexual harassment. RCC is committed to providing an academic and work environment that respects the dignity of individuals and groups. RCC shall be free of sexual harassment.

RCC seeks to foster an environment in which all employees, students, applicants for employment, and applicants for admission—and other individuals participating or attempting to participate in RCC's education program or activity—feel free to report incidents of sexual harassment in violation of this policy, without fear of retaliation or reprisal. Therefore, RCC also strictly prohibits retaliation for filing a complaint of sexual harassment in violation of this policy or for participating, or refusing to participate, in a sexual harassment investigation. RCC will investigate all allegations of retaliation pursuant to its Title IX procedures. If the RCC determines that someone has retaliated, it will take all reasonable steps within its power to stop such conduct. Individuals who engage in retaliatory conduct are subject to disciplinary action, up to and including termination or expulsion.

Any employee, student, applicant for employment, or applicant for admission who believes that they have been harassed or retaliated against in violation of this policy should report such incidents immediately by following the procedures described in AP 3434 Responding to Sexual Harassment under Title IX.

To this end the College President, or designee, shall ensure that the institution undertakes education and training activities to counter sexual harassment and to prevent, minimize, or eliminate any sexual harassment that impairs access to equal education opportunity or impacts the terms and conditions of employment.

The College President, or designee, shall establish procedures that define sexual harassment. The College President, or designee, shall further establish procedures that provide for the investigation and resolution of complaints regarding sexual harassment in violation of this policy, and procedures to resolve complaints of sexual harassment in violation of this policy.



RCC will publish and publicize this policy and related written procedures (including the procedure for making complaints) to administrators, faculty, staff, students, applicants for employment, and applicants for admission, particularly when they are new to the institution. RCC will make this policy and related written procedures (including the procedures for making complaints) available in all administrative offices and will post them on the College's website.

Employees who violate the policy and procedures may be subject to disciplinary action up to and including termination. Students who violate this policy and related procedures may be subject to disciplinary measures up to and including expulsion. Volunteers or unpaid interns who violate this policy and related procedures may be subject to disciplinary measure up to and including termination from the volunteer assignment, internship, or other unpaid work experience program.

**Rescinds Policy Number: None**

**Adopted: September 22, 2020**

**Revised: September 17, 2024; Returned to 2020 Title IX Regulations February 18, 2025; November 18, 2025**