

Non-Discrimination, Harassment, & Retaliation on the Basis of Sex Policy

Pennsylvania Highlands Community College affirms its commitment to maintaining a learning environment and workplace free of sexual harassment and sexual misconduct for its students and employees. No student or College employee of either sex shall, on the basis of sex, be excluded from participation in, be denied the benefits of or be subjected to discrimination while enrolled as a student with Pennsylvania Highlands Community College.

SEXUAL HARASSMENT

Sexual harassment is a violation of the Title VII of the Civil Rights Act of 1964 and Title IX of the Education Amendment of 1972. These laws include prohibition of discrimination in employment and educational program and services on the basis of sex.

Sexual harassment includes the offenses of sexual harassment, sexual assault, domestic violence, dating violence, and stalking, and is defined as conduct on the basis of sex that satisfies one or more of the following:

1. Conditioning the provision of an aid, benefit, or service of the Pennsylvania Highlands Community College, on an individual's participation in unwelcome sexual conduct;
2. Unwelcome conduct, determined by a reasonable person, to be so severe, and pervasive, and, objectively offensive, that it effectively denies a person equal access to Pennsylvania Highlands Community College's education program or activity
3. All forms of sexual assault

Any student who believes he or she has been sexually harassed should contact the Title IX Coordinator. Students may also report any allegations of sexual harassment to a College employee who is required to report that allegation to the Title IX Coordinator.

To review the Pennsylvania Highlands Community College Title IX Policy regarding Non-discrimination, Harassment, Retaliation on the Basis of Sex and the College Resolution Process for Alleged Violations of this policy, please click this link.