



COLLEGE POLICY 871 - HARASSMENT

All employees, students and guests of Harrisburg Area Community College have the right to work, learn and carry out their responsibilities in a campus environment free from all forms of harassment in accordance with federal and state laws. The College does not tolerate harassment. Harassment is considered misconduct that undermines the integrity of the employment and teaching-learning relationship. The College community must work together to eradicate all forms of harassment wherever College activities take place.

The College defines harassment as any behavior, verbal or physical, which creates an intimidating, hostile or offensive work or learning environment, especially if the behavior is repeated and/or if it continues after the offending party is informed of the objectionable and/or inappropriate nature of the behavior. Harassment is behavior that is based on individual or group characteristics including, but not limited to, race, color, ethnicity, gender, age, disability, religion, political belief or affiliation, marital status, ancestry, veteran status, sexual orientation or membership in any other protected group under federal, state or local law. Conduct prohibited by this policy is unacceptable in the workplace, classroom, and in any College-related social events including trips, social gatherings, and meetings.

Allegations or harassment will be reported, investigated and dealt with according to the administrative procedure on harassment approved and adopted by the College. All members of the College community who are victims of or have witnessed harassment are encouraged to come forward. Such behavior by any member of the College community may result in disciplinary action up to and including dismissal. Vendors and contractors retained by the College will be informed by copy of this policy of the provisions herein and must agree to the expectations specified. Violations of this policy in such instances may result in action by the College up to and including removal as a qualified bidder or withdrawal from contractual obligations for cause. The College does not retaliate nor does it tolerate retaliation against any employee or student who reports or complains of harassment in the workplace or classroom in good faith.

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