

BP 3433 Prohibition of Sex Discrimination under Title IX

References:

Title IX of the Education Amendments Act of 1972;
34 Code of Federal Regulations Part 106
BP 3430
Previous BP 322 Sexual Harassment

All forms of sex discrimination including sex-based harassment are contrary to basic standards of conduct between individuals. State and federal law and this policy prohibit sex discrimination and Tillamook Bay Community College will not tolerate sex discrimination including sex-based harassment. Tillamook Bay Community College is committed to providing an academic and work environment that respects the dignity of individuals and groups. Tillamook Bay Community College shall be free of sex discrimination.

Tillamook Bay Community College 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 Tillamook Bay Community College's education program or activity feel free to report incidents of sex discrimination in violation of this policy and Title IX, without fear of retaliation or reprisal. Therefore, Tillamook Bay Community College also strictly prohibits retaliation, including peer retaliation, against any person for the purpose of interfering with any right or privilege secured by Title IX, or because the person has reported possible sex discrimination, made a sex-discrimination complaint, or participated or refused to participate in any way in Tillamook Bay Community College's Title IX process. Tillamook Bay Community College will investigate all allegations of Title IX retaliation pursuant to its Title IX procedures. If Tillamook Bay Community College determines that someone has retaliated, it will take all reasonable steps within its power to stop such conduct. Individuals who engage in Title IX retaliatory conduct are subject to disciplinary action, up to and including termination or expulsion.

Any employee, student, applicant for employment, or applicant for admission, and other individuals participating or attempting to participate in Tillamook Bay Community College's education program or activity who believes that they have been discriminated against on the basis of sex (as defined in AR 3433) or retaliated against in violation of this policy should immediately report such incidents by following the procedures described in AR 3434 Responding to Sex Discrimination under Title IX. Tillamook Bay Community College requires supervisors to report all incidents of harassment and retaliation that come to their attention.

To this end the President/CEO shall ensure that the institution undertakes education and training activities to counter sex discrimination and to prevent, minimize, or eliminate any sex discrimination including sex-based harassment that impairs access to equal education opportunity or impacts the terms and conditions of employment.

The President/CEO shall establish procedures that define sex discrimination and sex-based harassment. The President/CEO shall further establish procedures that provide for the investigation and resolution of complaints regarding sex discrimination in violation of this policy, and procedures to resolve complaints of sex discrimination in violation of this policy. State and federal law and this policy prohibit retaliation against any person for the purpose of interfering with any right or privilege secured by Title IX, or because the person has reported information, made a Complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under the Title IX regulations.

Tillamook Bay Community College 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. Tillamook Bay Community College will make this policy and related written procedures (including the procedures for making complaints) available in all administrative offices and will post them on Tillamook Bay Community 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 measures up to and including termination from the volunteer assignment, internship, or other unpaid work experience program.

Approved: 12/24