

# NORTHEAST COMMUNITY COLLEGE POLICY MANUAL

## SECTION 7– HUMAN RESOURCES SUBSECTION 70 – GENERAL

**POLICY NUMBER: BP – 7011**

### **HARASSMENT**

#### **1. POLICY REASON/PURPOSE/INTENT**

To promote an educational and work environment free of all forms of harassment.

#### **2. DEFINITIONS**

N/A

#### **3. POLICY**

3.1 The goal of the College is to comply with both the spirit and intent of all federal, state, and local laws which relate to all forms of harassment in accordance with college procedures.

3.2 The United States Equal Employment Opportunity Commission (EEOC) guidelines are accepted by Northeast Community College.

#### **4. APPLICABILITY**

N/A

**EFFECTIVE DATE:** 08/15/2018

**ORIGINAL ADOPTION DATE:** 09/12/1985 (item #4333 – Code 5105.a)

**REVISION DATE (AND BOARD OF GOVERNORS' MINUTES ITEM NUMBER):** 05/14/1992 (item #6183); 11/10/1994 (item #7035); 12/14/2000 (item #8839); 06/10/2014 (item #11444); 10/12/2017 (item #12127); 08/15/2018 (item #12325)

**PRIOR POLICY/PROCEDURE NUMBER:** 4106

**SCHEDULE FOR REVIEW:** 2023

**DIVISIONS/DEPARTMENT RESPONSIBLE FOR REVIEW & UPDATE:** Human Resources

**SPONSORING DIVISION/DEPARTMENT:** Human Resources

**RESCINDED DATE:** none

**LEGAL REFERENCE:** EEOC guidelines

**CROSS REFERENCE:** none

**PROCEDURE(S) FOR POLICY:** AP-7011.0; AP-7011.1

**RELATED POLICIES/REFERENCES:** none

**POLICY KEY WORDS:** harassment