

Camden County College

Board of Trustees Policy

Subject: Policy Prohibiting Sexual Contact and Harassment, Sexual Violence, Relationship Violence and Stalking	Number	Page	Of
	340	1	4
	Date:		
	November 6, 2019		
Supersedes:			
June 7, 2019, April 3, 2018, March 1, 1988			
Last Reviewed:			
November 6, 2019			

Camden County College is an institution of higher learning that is also a community resource which lends itself to the development of people of all ages. It is committed to providing its sites and facilities as places conducive to intellectual and mindful education and personal mental development. It strives to be a place that sets an example as a haven for education and students at all levels. It furthers this goal by providing an atmosphere free of any form of sexual pressures or influences. To that end it prohibits any sexual contact of any kind at any sites or in any of its programs.

Camden County College shall provide a work and academic environment free of harassment, sexual or otherwise, sexual or relationship violence, stalking or violence of any kind. The College prohibits all forms of harassing conduct, including but not limited to sexual harassment. This is true whether by peers, visitors, vendors or supervisory personnel. Harassment is prohibited by and against students, staff and visitors regardless of gender or gender identity, same sex harassment, and harassment based on sexual orientation.

No one shall threaten or insinuate, either explicitly or implicitly, that an individual's refusal to submit to sexual advances will adversely affect his or her employment, academic progress, evaluation, wages, advancement, assigned duties or any other condition of student development, employment or career development. Nor shall any official, teacher, supervisor, co-worker or fellow student favor any individual in any way because that individual has submitted or has shown a willingness to submit to sexual overtures or advances.

Any individual who is found, after appropriate investigation, or conviction, to have engaged in conduct prohibited by this Policy will be subject to whatever disciplinary or corrective action Camden County College considers appropriate under the circumstances, up to and including termination of employment or student dismissal or prohibition from College property.

Provisions

1. Sexual contact is defined as physical contact with or the display of any person's genitalia or private parts regardless of age or consent.
2. Harassment is defined as:
 - a. Make, or cause to be made, a communication or communications anonymously or at extremely inconvenient hours, or in offensively coarse language, or any other manner likely to cause annoyance or alarm which the person knows is unauthorized, unwanted or unconsented; or

Camden County College
Board of Trustees Policy

Subject: Policy Prohibiting Sexual Contact, and Harassment, Sexual Violence, Relationship Violence and Stalking	Number	Page	Of
	340	2	4
	Date:		
	November 6, 2019		
Supersedes:			
June 7, 2019, April 3, 2018, March 1, 1988			
Last Reviewed:			
November 6, 2019			

- b. Subjects another to striking, kicking, shoving, or other offensive touching, or threatens, to do so; or
 - c. Engages in any other course of alarming conduct or of repeatedly committed acts with purpose to alarm or annoy such other person.
3. Sexual harassment includes, but is not limited to,
- a. Sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:
 - b. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment;
 - c. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
 - d. Such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creating an intimidating, hostile or offensive working environment; or
 - e. Such verbal or physical conduct interferes with an individual’s work, professional or academic performance, productivity, physical security, extracurricular activities, academic or career opportunities, or other services.

Other sexually harassing conduct in the workplace, whether committed by students, peers, staff or supervisors, includes, but not limited to:

- 1. Unwelcome sexual flirtations, touching, advances or propositions;
- 2. Slurs or other verbal abuse of a sexual nature;
- 3. Graphic or suggestive comments about an individual’s dress or body;
- 4. Sexual degrading words to describe an individual;
- 5. The display at the College or by way of college media or equipment in the workplace of sexually suggestive objects or pictures;

Camden County College

Board of Trustees Policy

Subject: Policy Prohibiting Sexual Contact, and Harassment, Sexual Violence, Relationship Violence and Stalking	Number	Page	Of
	340	3	4
	Date:		
	November 6, 2019		
Supersedes:			
June 7, 2019, April 3, 2018, March 1, 1988			
Last Reviewed:			
November 6, 2019			

6. Off color language or jokes of a sexual nature;
7. Asking question regarding an individual's sexual conduct, orientation, or preferences;
8. Physical assault. (Any criminal sexual assault will be addressed in compliance with the Camden County College Sexual Assault Policy.)

The College's policy to provide a work and academic environment free of any sexual contact as well as sexually harassing, sexual violence, relationship violence and stalking conduct extends to the conduct of students, vendors, contractors, visitors, volunteers, and other persons who enter upon College property. No such person may engage in sexually harassing conduct, as defined in this policy, while on College premises or while engaged in any College-sponsored activity or function.

No Trustee, officer, faculty member, student or employee of Camden County College is authorized to engage in any activity, to take any action, or to refrain from taking any action, if the action or failure to act will result in a violation of this policy. Any such action or failure to act is a violation of College policy, and constitutes unauthorized action/inaction on the part of the Trustee, officer, faculty member, student or employee involved.

Scope

This policy of prohibiting sexual harassment, sexual violence, relationship violence and stalking is designed to express the College's intent and commitment to comply with the requirements or State and Federal laws as related to Sexual Harassment, sexual violence, relationship violence and stalking, included but not limited to:

- Title VII of the Civil Rights Act
- Title IX of the Higher Education Amendments of 1972
- Violence Against Women Reauthorization Act of 2013 (VAWA)
- N-J-Laws Against Discrimination (LAD)

Camden County College
Board of Trustees Policy

Subject: Policy Prohibiting Sexual Contract, and Harassment, Sexual Violence, Relationship Violence and Stalking	Number	Page	Of
	340	4	4
	Date:		
	November 6, 2019		
Supersedes:			
June 7, 2019, April 3, 2018, March 1, 1988			
Last Reviewed:			
November 6, 2019			

Reporting

The College strongly encourages all members of the College community to report all conduct prohibited by this Policy as promptly as possible so that the University can investigate and respond effectively. If an administrator, supervisor, or faculty member receives a complaint of conduct allegedly in violation of this Policy, he or she has an affirmative duty to promptly report it to the Office of Human Resources or Public Safety. Failure to do so in accordance with this Policy is a violation of College policy and may lead to disciplinary action. Administrators, supervisors, and faculty members should not investigate complaints they receive, nor evaluate whether the complaint rises to the level of a College policy violation.

Authority

At the direction of the President it is the responsibility of the following individuals to ensure compliance of this policy.

Title IX Coordinator: Executive Dean, Student Affairs, 856-227-7200, ext. 4371, Taft Hall, Room 233, Blackwood Campus

Deputy Title IX and ADA Coordinator for *Employees*: Assistant Director of Human Resources, 856-227-7200, ext. 4391, Roosevelt Hall, Room 106, Blackwood Campus

Deputy Title IX and Section 504 Coordinator for *Students*: Associate Dean of Students, 856-227-7200, ext. 5088, Taft Hall, Room 302, Blackwood Campus

Vendors and Visitors:

Chief of Public Safety

Community Center 100 Blackwood Campus

(856) 227-7200 ext. 4295