



ARTICLE 3100 GENERAL PROVISIONS ALL PERSONNEL

BP 3123 Sexual Harassment

Sexual harassment of students or employees in the academic and work environments violates both federal and state law and this District policy, and it will not be tolerated. It also violates federal and state law and this policy to retaliate against any individual for filing a complaint of sexual harassment, or for participation in the investigation or resolution of a formal or informal, written or oral complaint of sexual harassment.

This policy also applies to the unlawful harassment of any employee as to all terms and conditions of employment with the District, including but not limited to hiring, placement, evaluation, promotion, disciplinary action, layoff, recall, transfer, leaves of absence, training opportunities, compensation, work assignments, and hours of work, shifts, or workload.

This policy applies to the unlawful harassment of any student on the basis of sex by any employee of the District including but not limited to, classroom conditions, grades, academic standing, scholarships, recommendations, employment opportunities, disciplinary action, or any other aspect of college life within the control of the District or its employees.

This policy shall be posted in prominent locations on college campuses and in the Office of Human Resources, incorporated into orientation materials for new students and for new and current faculty and staff. Questions regarding this policy should be directed to the Vice President, Human Resources.

Reviewed and Adopted: 7/9/2001

BP 3124 Workplace and Campus Violence

Santa Monica College prohibits workplace and campus violence and strongly promotes civility in the workplace. The District is committed to maintaining a safe, collegial environment in which fear, intimidation and bullying will not be tolerated. Treating others with civility and respect and refusing to perpetuate or tolerate bullying behavior are expected performance standards of administrators, management, faculty, staff, volunteers and students as well as vendors, independent contractors and visitors to the College.

Verbal, written and/or emotional or physical abuse, threats, intimidation, or violence against others will be considered a violation of the community of mutual respect which is an integral part of the goals, objectives and mission of the Santa Monica Community College District.

“Bullying” is any habitually cruel, hostile behavior perpetrated upon individuals or groups for the purpose of intimidation. This behavior may result in physical and/or emotional distress to the target of such acts and has the potential to lead to violent outcomes.

Employee witnesses to acts of bullying must take responsible action to report such acts to the District. Complaints should be forwarded to the Superintendent/President or Designee. Upon conclusion of an investigation of a complaint, and if the complaint is found to be valid, the District will ensure that remedial action is taken. Anyone who files a complaint in which he/she knowingly makes a false accusation may be subject to appropriate discipline.

This policy will be published in college publications (e.g. Website, catalog).

Reviewed and Adopted: 7/9/2001

Revised: 7/7/2009