

SEXUAL HARASSMENT POLICY STATEMENT

Sexual harassment in the school and workplace can threaten one's physical and emotional well-being, influence how well a student performs in the classroom, and make it difficult for a student or employee to achieve career goals. Sexual harassment is illegal: Title IX of the Education Amendments of 1972 prohibits sex discrimination, including sexual harassment. Preventing and remedying sexual harassment is essential to ensure nondiscriminatory safe environments in which students can learn and work. Students should feel safe and comfortable walking down the halls of the school and workplace.

Title IX protects students, both male and female, from unlawful sexual harassment in all programs or activities. Title IX defines sexual harassment to include any of three types of misconduct on the basis of sex:

1. **Any instance of quid pro quo harassment by a school's employee.**
 - a. **Quid pro quo harassment:** Occurs, for example, when a school employee causes a student to believe that he or she must submit to unwelcome sexual conduct in order to participate in a school program or activity, or that an education decision will be based on whether or not the student submits to unwelcome sexual conduct.
2. **Any unwelcome conduct that a reasonable person would find severe, pervasive, and objectively offensive that it denies a person equal educational access.**
3. **Any instance of sexual assault (as defined in the Clery Act), dating violence, domestic violence, or stalking as defined in the Violence Against Women Act (VAWA).**

Examples of sexual conduct which may constitute harassment include:

- ◆ Sexual advances
- ◆ Touching of a sexual nature
- ◆ Graffiti of a sexual nature
- ◆ Displaying or distributing of sexually explicit drawings, pictures and written materials
- ◆ Sexual gestures
- ◆ Sexual or "dirty" jokes
- ◆ Pressure for sexual favors
- ◆ Touching oneself sexually or talking about one's sexual activity in front of others
- ◆ Spreading rumors about or rating other students as to sexual activity or performance

Procedures to be followed if sexual harassment occurs:

- ◆ Report the offense immediately to:

Name, Title	Office	Phone
Bill Lynch, Campus President, Title IX Coordinator	A-109	215-728-4488
Anna Bogdanov, Academic Affairs Director	T-132b	215-728-4177
Nick Aquilino, Director of Information and Student Services	A-107	215-728-4465

- ◆ Formal complaints should be made in writing by a complainant alleging sexual harassment against a respondent and requesting that the school investigate the allegation of sexual harassment and submitted to the Title IX coordinator in person, by mail, or by electronic mail. The document should contain the complainant's physical or digital signature, or otherwise indicate that the complainant is the person filing the formal complaint.
- ◆ Orleans' Anonymous Online Reporting System allows for anonymous reporting for the institution to receive complaints of sexual harassment and sexual violence from students and employees. The system can be accessed at:
 - <https://orleanstech.edu/anonymous-online-reporting-system/>
- ◆ Upon receiving your complaint, Orleans Technical College will respond promptly, equitably, and thoroughly. In addition, the College will take steps to prevent the recurrence of any harassment and to correct any discriminatory effects on you or others, if appropriate.