

109-00 WORKPLACE DISCRIMINATION AND HARASSMENT—POLICY

Coconino Community College is committed to providing a positive, respectful and productive work environment, free from behavior, actions or language constituting workplace harassment. Engaging in workplace harassment is unacceptable conduct that will not be tolerated. Such conduct may constitute prohibited discrimination under local, state and federal law (including, but not limited to, Title IX of the Education Amendments of 1972 and Title VII of the Civil Rights Act of 1964). Any employee found to have engaged in workplace harassment will be subject to disciplinary action up to and including termination. The President or designee shall establish procedures in support of this Policy and in compliance with all applicable laws, regulations, and professional and ethical standards.

This policy does not specifically address sexual harassment and misconduct. Sexual harassment and misconduct is addressed by Policy 105-00 and associated procedures.

Revision history: 01/25/17 (new)

Legal review: 8/25/2016, 9/22/2016

Sponsor: Human Resources Department

Adopted by District Governing Board: 01/25/2017

COCONINO COMMUNITY COLLEGE