

San Bernardino Community College District

Sexual Harassment Policy

Harassment on the basis of sex is a violation of both federal and state laws as well as this District Policy. The colleges of the District will provide to all students a learning environment free from sexual harassment, and will not tolerate such conduct on the part of any employee.

The San Bernardino Community College District does not discriminate on the basis of sex, gender or sexual orientation in its education programs or activities. Title IX of the Education Amendments of 1972, and certain other federal and state laws, prohibit discrimination on the basis of sex in all education programs and activities operated by the District (both on and off campus). Title IX protects all people regardless of their gender or gender identity from sexual discrimination, which includes sexual harassment and violence.

Sexual discrimination means an adverse act of sexual discrimination, including sexual harassment and sexual violence that is perpetrated against an individual.

Sexual harassment is unwelcome conduct of a sexual nature that includes, but is not limited to, sexual violence, sexual advances, requests for sexual favors, indecent exposure and other verbal, nonverbal or physical unwelcome conduct of a sexual nature, where such conduct is sufficiently severe, persistent or pervasive that its effect, whether or not intended, could be considered by a reasonable person, and is in fact considered by the individual, as limiting the individual's ability to participate in or benefit from the services, activities or opportunities offered by the District. Also included is gender-based harassment, which may include acts of verbal, non-verbal or physical aggression, intimidation or hostility based on sex or sex-stereotyping, even if those acts do not involve conduct of a sexual nature.

Sexual violence means physical sexual acts (such as unwelcome sexual touching, sexual assault, sexual battery and rape) perpetrated against an individual without consent or against an individual who is incapable of giving consent due to that individual's use of drugs or alcohol, or disability.

Complaints, questions, or concerns regarding this policy may be directed to the Title IX Coordinator, or to the District Police in the event of an emergency:

- CHC: Vice-President of Student Services, (909) 389-3355
- EDCT: Executive Director, (909) 382-4034
- SBVC: Vice-President of Student Services, (909) 384-4473
- District Police: (909) 384-4491

[SBCCD Board Policy 7100](#): Commitment to Diversity, Equal Opportunity Employer

[SBCCD Board Policy 3410](#): Nondiscrimination

[SBCCD Board Policy 5510](#): Sexual Harassment Plan