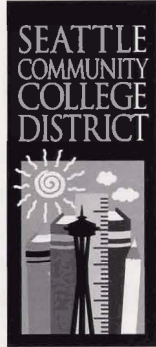


Sexual harassment is illegal, according to the Civil Rights Act of 1964 (Section 703, Title VII); Title IX of the Educational Amendments of 1972; and RCW 49.60.030 (Washington Freedom from

Discrimination-
Declaration of
Civil Rights).

Sexual
harass-
ment
is a
form of
sex
discrimi-
nation.

The Seattle Community College District is committed to providing an environment in which students and employees can study and work without sexual intimidation.



Seattle Community College District
Washington District VI

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The Seattle Community College District is an equal opportunity and affirmative action employer.

POLICY on SEXUAL HARASSMENT

THE SEATTLE COMMUNITY COLLEGES

North Seattle
Community College

Seattle Central
Community College

South Seattle
Community College

Seattle Vocational
Institute

Seattle
Community
Colleges'
policy
prohibits
all forms
of sexual
harass-
ment.

Any unwanted verbal or physical sexual attention.

What is sexual harassment?

■ Sexist humor or remarks. This includes sexually demeaning comments, obscene or lewd sexual examples, suggestions or jokes, especially if they continue after a request that they stop. ■ Remarks about one's physical appearance which imply sexual interest. ■ Sexual graffiti. ■ Deliberate cornering, patting, grabbing, pinching. ■ Showing nude or sexual pictures, slides or other such materials as part of classwork or in the workplace, unless they relate directly to the topic being discussed. ■ Sexually suggestive looks or gestures. ■ Unnecessary, offensive brushes, touches or body contact. ■ Request for sex in exchange for employment. ■ Pressure for a date or sex. ■ Attempts to kiss or fondle. ■ Written communications with sexual overtones.

To be considered sexual harassment, all of this conduct must be unwited, unwanted and non-reciprocal.

Women and men of all ages experience sexual harassment. They can be supervisors and employees or instructors and students.

Who is affected? What common fears are faced?

If you see or experience sexual harassment, it is important that you take steps to stop it from continuing.

Remember, sexual harassment is illegal. Act promptly to stop the situation.

Common fears of those harassed:

■ You are overreacting. ■ The harasser will retaliate. ■ You may have misread the person's intentions. ■ You are somehow responsible for the harasser's behavior. ■ You may not be believed. ■ You will be labeled a troublemaker because you may not be able to prove what has happened.

Informal actions:

■ Tell the harasser that his or her behavior is unwanted and offensive. You may inform the harasser in person or by letter. State the facts, how you feel about the behavior, and say that you want it to stop immediately. You may also want to hand the harasser a copy of this brochure. ■ Keep a record of dates, times, places, statements and witnesses. If the harassment continues, you will have gathered information for a formal complaint. ■ Don't take responsibility for the harasser's behavior. ■ Although it may be easier to hope that the problem will go away, it is important that you take action. Others may have been harassed by the same person.

The unwanted behavior will not stop unless you speak up. You can get help if you take action.

Formal actions:

The Seattle Community College District will conduct a thorough investigation in formal complaint situations to protect the rights of the person filing the complaint and those of the alleged harasser. ■ Report your complaint to your campus Affirmative Action Officer, supervisor, administrator, or the District Affirmative Action Officer. ■ If you are a student, contact the Vice President, Student Personnel Services. At Seattle Vocational Institute, contact the Director of Student and Community Affairs. They will provide you with support and advice regarding appropriate steps to be taken in your specific circumstance.

What should YOU do?