

# Polk State College District Board of Trustees Rule

Rule Number	Subject	Rule Making Authority	Statutory Reference	SBE Rule Reference	Effective Date
3.27	Harassment/ Sexual Harassment	FS 1001.64	FS 1001.64	6A-14.060(4) 6A-19.001-19.010	2/25/19

The District Board of Trustees has adopted the following rule to establish the College's position on the subject of harassment, including sexual harassment to set forth guidelines for handling violations of this rule, and to specify the related complaint-handling procedure.

I. Scope

This rule applies to all employees, students and nonemployees at all campus and center locations and all college functions. To the extent practical, non-employees (applicants, volunteers, vendors, contractors, etc.) on our premises should be made aware of the rule and are expected to comply.

II. Policy

- A. It is the policy of Polk State College that all employees and students should be able to learn and work in an educational environment free from any form of harassment, including sexual harassment, and retaliation. Harassment in any form, based on race, color, national origin, ethnicity, sex, age, religion, sexual orientation, marital status, veteran status, genetic information, disability, or pregnancy, and any other factor protected under applicable federal, state, and local civil rights laws, rules and regulations including sexual harassment, is prohibited, as are all forms of sexual intimidation and exploitation. In addition, Polk State College adheres to and ensures compliance with the Clery Act and Violence Against Women Act (VAWA). All faculty, staff, and students should be aware that the College will not tolerate any conduct that constitutes harassment. Complaints of harassment will be promptly and thoroughly investigated and appropriate action, including disciplinary measures, will be taken when warranted as detailed in Procedures 6076 and 6086.
- B. In compliance with Florida Statutes, the College shall refer all sexual assault, sexual misconduct, suspected child abuse and other crimes of violence occurring on its campuses, in its facilities, or at its functions, to local and state law enforcement agencies and applicable governmental agencies and will cooperate fully in the enforce of federal, state, and/or local laws. The College's disciplinary proceedings may continue before, during, or after criminal proceedings.
- C. The Director of Human Resources, the Director of Equity, Diversity, and Inclusion or the Dean of Student Services will be the designated officers to handle harassment/sexual harassment complaints. Faculty and staff

complaints are directed to the Office of Human Resources or the Office of Equity, Diversity, and Inclusion. Students can direct their complaints to any of the designated officers following the specified process in Procedures 6076 and 6086 and Rule 4.01.

**History**

Adopted: October 26, 1992.

Revised: May 23, 1994; July 23, 2007; Sept. 26, 2011; May 22, 2017; February 25, 2019