

## **Policies and Regulations**

### **NEPN Code: JIAA/STI**

---

#### **Students**

##### **Harassment**

Southeast Technical College is committed to providing a learning and working environment free of unlawful harassment.

It is a violation of this policy for any student or any school personnel at Southeast Tech to harass a student, any school personnel, or any visitor through conduct or communication of a sexual nature, including sexual violence or communication disparaging a person's race, color, religion, creed, ancestry, national origin, gender (including pregnancy), sexual orientation, disability, genetic information, parental status or marital status or any other basis protected by law defined in regulation JIAA-R/STI.

For the purpose of this policy, "school personnel" includes School Board members, all District/Southeast Tech employees and agents, volunteers, contractors, or persons subject to the supervision and control of Southeast Tech. This policy applies on all District / Southeast Tech property and to all School District/Southeast Tech sponsored, approved, or related activities at any location.

Southeast Tech and the District will act to investigate all complaints of harassment and will discipline or take appropriate action against any student or other school personnel who is found to have violated this policy.

Southeast Tech prohibits retaliation against any individual who reports a claim under this policy or participates in an investigation of any such claim.

This policy shall be communicated to all students through the Southeast Tech Student Catalog/Handbook.

#### **Legal References:**

- Title VII of the Civil Rights Act of 1964
- Title IX of the Education Amendments of 1972
- South Dakota Executive Order 81-08
- Title II of the Americans with Disabilities Act of 1990
- Section 504 of the Rehabilitation Act of 1973

#### **RELATED POLICIES:**

- AC/STI – AC-R/STI – Equal Opportunity/Nondiscrimination
- GBAA/STI – GBAA-R/STI – Harassment (Personnel)

Policy		Board Action
Adopted:	03-22-04	33778
reviewed:	05-14-07	34724
amended:	06-14-10	35729
amended:	03-26-12	36325
amended:	10-07-15	ST00078