

**WAC 132Q-10-246 Harassment.** Conduct by any means that is unwelcome, sufficiently severe, pervasive or persistent, and objectively offensive as to substantially interfere, undermine or deprive a reasonable person the ability to work, study, or participate in the activities of the college. Harassing conduct may include physical conduct, verbal, nonverbal, written, social media, and electronic communications.

[Statutory Authority: RCW 28B.50.140. WSR 15-15-161, § 132Q-10-246, filed 7/21/15, effective 8/21/15.]