

WAC 132S-100-213 Discriminatory harassment. (1) Unwelcome and offensive conduct, including verbal, nonverbal, or physical conduct, not otherwise protected by law, that is directed at a person because of such person's protected status and that is sufficiently severe, persistent, or pervasive so as to:

(a) Limit the ability of a student to participate in or benefit from the college's educational and/or social programs and/or student housing.

(b) Alter the terms of an employee's employment; or

(c) Create an intimidating, hostile, or offensive environment for other campus community members.

(2) Protected status includes a person's race; color; creed/religion; national origin; presence of any sensory, mental, or physical disability; use of a trained service animal; sex, including pregnancy; marital status; age; genetic information; sexual orientation; gender identity or expression; veteran or military status; HIV/AIDS and hepatitis C status; or membership in any other group protected by federal, state, or local law.

(3) Discriminatory harassment may be physical, verbal, or nonverbal conduct and may include written, social media, and electronic communications not otherwise protected by law.

[Statutory Authority: RCW 28B.50.140. WSR 24-23-066, s 132S-100-213, filed 11/18/24, effective 12/19/24; WSR 16-12-039, § 132S-100-213, filed 5/25/16, effective 6/25/16.]