

WAC 132M-300-001 Nondiscrimination and antiharassment policy.

Lower Columbia College provides equal opportunity in education and employment and does not discriminate on the basis of race, color, national origin, age, perceived or actual physical or mental disability, pregnancy, genetic information, sex, sexual orientation, gender identity, marital status, creed, religion, honorably discharged veteran or military status, or use of a trained guide dog or service animal, as required by Title VI of the Civil Rights Act of 1964, Title VII of the Civil Rights Act of 1964, Title IX of the Educational Amendments of 1972, Sections 504 and 508 of the Rehabilitation Act of 1973, the Americans with Disabilities Act and ADA Amendment Act, the Age Discrimination Act of 1975, the Violence Against Women Reauthorization Act, and Washington state law against discrimination, chapter 49.60 RCW and their implementing regulations.

(1) Harassment is defined as a form of discrimination consisting of physical or verbal conduct that denigrates or shows hostility toward an individual because of their membership in a protected class or their perceived membership in a protected class. Harassment occurs when the conduct is sufficiently severe and/or pervasive and so objectively offensive that it has the effect of altering the terms or conditions of employment or substantially limiting the ability of a student to participate in or benefit from the college's educational and/or social programs.

(2) Sexual harassment is defined as a form of discrimination consisting of unwelcome, gender-based verbal, written, electronic and/or physical conduct. Sexual harassment does not have to be of a sexual nature, however, and can include offensive remarks about a person's gender. There are two types of sexual harassment:

(a) Hostile environment sexual harassment occurs when the conduct is sufficiently severe and/or pervasive and so objectively offensive that it has the effect of altering the terms or conditions of employment or substantially limiting the ability of a student to participate in or benefit from the college's educational and/or social programs.

(b) Quid pro quo sexual harassment occurs when an individual in a position of real or perceived authority, conditions the receipt of a benefit upon granting of sexual favors.

(3) Sexual violence is a form of sexual discrimination and harassment. Nonconsensual sexual intercourse, nonconsensual sexual contact, domestic violence, dating violence, and stalking are all types of sexual violence.

(4) The following college officials have been designated to handle inquiries regarding this policy:

Title: Director of Human Resources & Legal Affairs
Title IX/EEO Coordinator Office: Administration Building 122
Contact address: P.O. Box 3010 Longview, WA 98632
Phone: 360-442-2121
Email: ksprague@lowercolumbia.edu

Title: Vice President for Student Success
Title IX/EEO Deputy Coordinator
Office: Admissions Center 158
Contact address: P.O. Box 3010 Longview, WA 98632
Phone: 360-442-2300
Email: lmatyeedwards@lowercolumbia.edu

(5) College employees, except those statutorily barred from doing so, have a duty to immediately report information related to sexual harassment to the Title IX coordinator.

[Statutory Authority: RCW 28B.50.140, 42.56.040, Violence Against Women Reauthorization Act of 2013, and Title IX of the Educational Amendments of 1972. WSR 15-01-111, § 132M-300-001, filed 12/18/14, effective 1/18/15. Statutory Authority: RCW 28B.50.140 and 29 U.S.C. ss 794, 20 U.S.C. ss 1681 et seq and 42 U.S.C. ss 200 et al. WSR 92-09-092, § 132M-300-001, filed 4/17/92, effective 5/18/92.]