

200.5 Title IX: Prohibition Against Sex Discrimination /Sexual Violence Policy

PURPOSE OF POLICY

The purpose of the policy is to affirm that Sussex County Community College (“College”) will act in accordance with Title IX of the Educational Amendments of 1972, and that no person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination in any educational program or activity operated by the College. This prohibition is applicable, but not limited to, acts of intentional discrimination, sexual harassment and sexual violence and any acts of retaliation based upon an individual’s report of such actions.

GENERAL STATEMENT OF TITLE IX: PROHIBITION AGAINST SEX DISCRIMINATION/SEXUAL VIOLENCE POLICY

It is the policy of the College that all students and staff shall be able to learn and work in an environment free from sexual discrimination, including sexual harassment and violence. No College employee or student shall engage in any improper, inappropriate or illegal conduct prohibited by this policy.

Administration shall develop and disseminate in a manner which is intended to reach all students and employees an Annual Notice of Nondiscrimination which delineates employees’ and students’ rights under this policy and outlines the manner in which reports of intentional or other discrimination, sexual harassment and sexual violence are reported and promptly investigated. The Notice of Nondiscrimination shall include those provisions required by Title IX.

Administration shall further develop a reporting form to assist responsible employees in accurately and appropriately reporting acts of sexual harassment, assault and/or other violence.

The Board, upon recommendation of the Administration, shall annually appoint an employee, who possesses appropriate training and background or who is to be provided appropriate training imminent to their appointment, as the College’s Title IX Coordinator who shall be provided with requisite training in the handling of Title IX complaints.

Questions or complaints regarding this policy can be made to the College’s Title IX Coordinator or to the Department of Education’s Office of Civil Rights.

Cross References:

Policy 200.1	Policy Against Sexual Harassment
Policy 200.6	Non-Discrimination Policy
Policy 200.12	Equal Employment Opportunity Policy
Policy 200.13	Employment Practices Policy
Policy 200.44	Reasonable Accommodations

Policy 200.45 Grievance Policy for Claims of Discrimination
Sussex County Community College Student Handbook
Sussex County Community College Faculty Handbook

References:

Civil Rights Act of 1964:
Age Discrimination in Employment Act of 1967
§504 of the Rehabilitation Act of 1973
Age Discrimination Act of 1975
American with Disabilities Act of 1990
New Jersey Law Against Discrimination
Titles VII and IX of the Education Amendments of 1972
The Clery Act
Pregnancy Discrimination Act
Equal Pay Act
New Jersey Equal Pay Act
Genetic Information Non-Discrimination Act of 2008