

*Harassment based on an individual's race, color, ethnicity, religion, sex\*, age, marital status, national origin, veteran status, sexual orientation, disability, pregnancy, or other factor is harmful to the persons involved and to the College community.*

## Respect Begins with ME

- The SCC community is dedicated to learning and to the development of ethical and responsible individuals.
- The College takes responsibility for preparing individuals for participation in an increasingly complex world.
- Academic freedom must prevail in an educational environment that is free from all forms of illegal harassment and discrimination.
- Academic freedom exists only when all are free to pursue ideas in a nonthreatening atmosphere of mutual respect.
- This policy prohibiting discriminatory harassment reaffirms Southeast Community College's commitment to maintaining an environment in which ideas and activities are pursued free of intimidation or fear.

***Discriminatory harassment of any kind, whether it be harassment based on an individual's race, color, ethnicity, religion, sex\*, age, marital status, national origin, veteran status, sexual orientation, disability, pregnancy, or other factor is harmful to the persons involved and to the College community.***

Prohibited discriminatory harassment is generally defined as:

*Conduct that is sufficiently severe, pervasive or persistent so as to interfere with or limit the ability of an individual to participate in or benefit from the services, activities or privileges provided by the College or creates an intimidating, hostile, or abusive environment.*

Harassment, when directed at an individual, may include, but is not limited to: unwanted physical contact; use of epithets, inappropriate jokes, comments or innuendos; obscene or harassing telephone calls, emails, letters, notes or other forms of communication; and any conduct that may create a hostile working or academic environment. Title IX uses a different definition for harassment which can be found on the College's website at [southeast.edu/title-ix](http://southeast.edu/title-ix).



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