

**SEXUAL HARASSMENT POLICY**

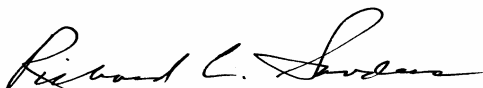
It is the policy of Naugatuck Valley Community College to prohibit "sexual harassment." Sexual harassment is a form of sex discrimination which is illegal under state and federal law and is also prohibited by the Board of Trustees' Nondiscrimination Policy. Sexual harassment is defined as:

Any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or education, (2) submission to or rejection of such conduct by an individual is used as a basis for employment or academic decisions affecting the individual, or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive employment environment.

Also prohibited is any romantic/sexual liaison between a professional or classified staff member and a student for whom that staff member has a teaching, advisory or other supervisory responsibility.

Sexual harassment may be verbal, visual or physical. It may be overt or implicit and may, but need not, have tangible adverse effects on the victim's employment or learning experience. The perpetrator of sexual harassment, like the victim of such conduct, may be a man or a woman. It may involve individuals of the same or opposite sex. This college will not tolerate sexual harassment in any form. All employees shall be responsible and accountable for maintaining an environment free from sexual harassment. Any employee or agent found to have engaged in sexual harassment as defined above will be subject to serious disciplinary action up to and including dismissal.

Employees who feel that they have been sexually harassed have the right to file a complaint. Employees may report incidents of sexual harassment to the Dean of the area of the College in which the individual is involved, the College's Affirmative Action Officer, or to the President of the College. Ronald Clymer is the college's Affirmative Action Officer. His office is located in Kinney Hall, Room 705A, and he may be reached at 203-575-8110. Doctor Richard Sanders is the President of the College, his office is located in Kinney Hall, Room K703B, and his telephone number is 203-575-8044.



8/19/04

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Richard L. Sanders, President  
Naugatuck Valley Community College

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Date