

## Policies and Regulations

### NEPN Code: GBAA/STI

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#### Personnel

#### Harassment

Southeast Technical College is committed to providing a learning and working environment free of unlawful harassment based on an individual's race, color, religion, creed, ancestry, national origin, gender, sexual orientation, disability, age, protected military/veteran status, genetic information or other basis prohibited by law.

It shall be a violation of this policy for any student or any STC personnel to harass any student, any STC personnel, or any visitor through conduct or communication disparaging a person's race, color, religion, creed, ancestry, national origin, gender, sexual orientation, disability, age, protected military/veteran status, genetic information, or other basis prohibited by law as defined in regulation GBAA-R/STI. For the purpose of this policy, "STC personnel" includes School Board members, STC Council, all school employees and agents, volunteers, contractors, or persons subject to the supervision and control of the School District/STC. This policy applies on all School District/STC property and to all School District/STC sponsored, approved, or related activities at any location.

STC will investigate all complaints of harassment and will discipline or take appropriate action against any student or other school personnel who is found to have violated this policy.

The District prohibits retaliation against any individual who reports a claim under this policy or participates in an investigation of any such claim.

Every new employee will be provided a copy of this policy and its regulation. Annually thereafter, employees will receive an overview, along with instructions to access the full policy and regulation on the STC website, and will sign an acknowledgement form indicating they have received the information. STC administrators shall submit the signed form to the Human Resources Department.

Legal References:

- Title VI and VII of the Civil Rights Act of 1964
- Title IX of the Education Amendments of 1972
- South Dakota Executive Order 81-08
- Title II of the Americans with Disabilities Act of 1990
- Section 504 of the Rehabilitation Act of 1973
- Age Discrimination Act of 1975
- Uniform Services Employment and Reemployment Rights Act
- Genetic Information Non-discrimination Act
- Americans with Disabilities Act and Amendment Act
- SDCL Ch. 20-13 South Dakota Human Relations Act of 1972

RELATED POLICIES

AC/STI – AC-R/STI – Equal Opportunity/Nondiscrimination

JIAA/STI – JIAA-R/STI – Harassment (Student)

KEB/STI – KEB-R/STI – Public Concerns and Complaints about Personnel

| Policy   |          | Board Action | (formerly 4132) |
|----------|----------|--------------|-----------------|
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