



Rowan College of South Jersey

Policy: 7011
Title: **HARASSMENT AND DISCRIMINATION**
Area: Human Resources
Approved: 07/01/19
Reaffirmed: 03/08/22

The Board of Trustees is committed to providing every College employee and student with a workplace and educational environment free from unlawful harassment and discrimination. All forms of employment and educational discrimination and harassment based upon race, creed (religion), color, national origin, nationality, ancestry, age, sex (including pregnancy and sexual harassment), marital status, domestic partnership or civil union status, affectional or sexual orientation, gender identity or expression, atypical hereditary cellular or blood trait, genetic information, liability for military service, or mental or physical disability, including AIDS and HIV related illnesses are prohibited and will not be tolerated. Sexual harassment and sexual assault, dating violence, domestic violence and stalking of employees or students are forms of unlawful gender discrimination and violations of law and will not be tolerated.

The President will ensure that administrative procedure is developed, reviewed, and provided to employees, students, and other appropriate persons to ensure compliance with federal and state statutes and this policy.

References:

Rowan College of South Jersey Administrative Procedure, *7011 Harassment and Discrimination* and *7013 Sexual Misconduct and the Rights of Victims*

Age Discrimination in Employment Act of 1967
Civil Rights Act of 1991
Family Education Rights and Privacy Act (FERPA)
Title IX of the Education Amendments of 1972
Clery Act Amendments - Violence Against Women Act (VAWA)

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