External Assistance

External remedies are available for students through the United States Department of Education Office for Civil Rights. For more information, you may contact the Philadelphia Office:

U.S. Department of Education

Office for Civil Rights

Wanamaker Building, Suite 515

100 Penn Square East

Philadelphia, PA 19107

Telephone: 215-656-8541
FAX: 215-656-8605; TDD: 215-656-8604

Email: OCR_Philadelphia@ed.gov

KCTCS

Sexual Harassment Policy*

It is the policy of the Kentucky Community and Technical College System (KCTCS) to maintain an environment for students that is free of discrimination, sexual harassment, and all forms of sexual intimidation and exploitation.

Sexual harassment is an assault on a person's privacy and integrity. It can cause poor academic performance, physical illness, fear of reprisal, anxiety, and loss of self confidence.

Sexual harassment also can affect those exposed to the situation, causing conflict in the classroom, a decline in morale, and a loss of respect for the responsible party.

Information concerning an allegation of sexual harassment will be handled in a confidential manner insofar as possible.

* *Discrimination in the form of harassment based upon, color, religion, national origin, sexual orientation, disability, or age will not be tolerated by KCTCS.*

For more information contact the

Chief Student Affairs Officer
at your local college

Kentucky UNBRIDLED SPIRIT

KCTCS is an equal opportunity employer and education institution.

Harassment Free Education

KCTCS
Kentucky Community & Technical College System

Definition of Sexual Harassment

Sexual harassment not only violates KCTCS policy, but also violates Title IX of the Education Amendments of 1972.

Sexual harassment is defined as unwelcome and unwanted verbal or physical conduct of a sexual nature:

- where submission to such conduct is made an explicit or implicit term or condition of an individual's academic status or progress;
- where submission or rejection of such conduct is used as the basis for making academic decisions affecting the individual; or
- which has the purpose or effect of substantially interfering with the individual's academic performance or which creates an intimidating, hostile or offensive educational environment.

Sexual harassment can take different forms and the determination of what constitutes sexual harassment will vary according to the particular circumstance.

Complaint Procedures

An individual may feel uncomfortable about a sexual advance and may begin to feel embarrassed, guilty, trapped or even frightened that a reputation, grade, or class is in jeopardy.

Students who believe they are victims of, or witnesses to sexual harassment are urged to report such incidents as soon as possible. Such behavior should be brought immediately to the attention of any one of the officials listed below:

- Instructor
- Head of Department or Division
- Local Human Resources Director
- Appropriate Dean
- College President

Appropriate investigation and disciplinary action will be taken. No adverse academic action will be taken against a student making a good faith report of alleged sexual harassment.

Examples of Sexual Harassment

Sexual harassment may involve behavior by a student, faculty or staff person of either sex against a person of the same or opposite sex.

Sexual harassment may be found in the following situations:

1) Offering academic benefits in exchange for sexual favors;
2) Making or threatening reprisals after a negative response to sexual advances;
3) Offensive sexual jokes, comments or sexual overtures;
4) Pressure or demand for sexual activity;
5) Offensive or unwanted physical contact;
6) Comments about an individual's body;
7) Visual displays of suggestive, erotic or degrading sexually-oriented images or messages in any medium including email or internet web-sites.