

<b>Sexual Misconduct Employee Policy</b>	Policy Number	6.3
	Effective Date	May 21, 2014

## 1.0 POLICY & PURPOSE

- A. It is the policy of the Board of Trustees of Laramie County Community College (LCCC) to provide equal employment and educational opportunities. In particular, LCCC is committed to maintaining a community in which students, faculty and staff can work and learn together in an atmosphere free from all forms of discrimination, including sexual harassment and sexual misconduct. Sexual harassment and/or misconduct violates the dignity of the individual and the integrity of the college as an institution of higher learning, and thus, discrimination, sexual harassment, and sexual misconduct in any form will not be tolerated nor condoned at LCCC.
- B. In compliance with Title IX of the Education Amendments of 1972, and Section 504 of the Rehabilitation Act of 1973, Title VI and Title VII of the Civil Rights Act of 1964 and other applicable federal, state and local laws, LCCC does not discriminate on the basis of race, color, national origin, sex, disability, religion, age, veteran status, political affiliation, pregnancy, sexual orientation, gender identity, or other status protected by law.

## 2.0 REVISION HISTORY



Adopted on: 5/21/14

Revised on: 8/11/20 by Temporary Executive Order through 12/11/20

## 3.0 PERSONS AFFECTED

This policy applies to any employee, student, contractor or visitor of LCCC.

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REQUIRED APPROVALS	NAME/SIGNATURE	DATE
Originator(s) Name(s)	Peggie Kresl-Hotz, Human Resources Executive Director Debb Roden, Legal Counsel	1/14/14
Ratified by College Council	Co-Chair Kari Brown-Herbst	5/2/14
Recommended by President (Signature)		5/2/14
Approval by Trustees (Signature)		5/21/14