

NO HARASSMENT POLICY

ROCKY MOUNTAIN COLLEGE does not and will not tolerate harassment of its students, faculty, staff, or administration. The term “harassment” includes, but is not limited to, slurs, jokes, and other verbal, graphic, or physical conduct relating to an individual’s race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, disability or genetic information. “Harassment” also includes sexual advances, requests for sexual favors, unwelcome or offensive touching, and other verbal, graphic, or physical conduct of a sexual nature.

Violation of this policy will subject the offending individual to disciplinary action, up to and including immediate discharge from employment or expulsion from school.

At Rocky Mountain College, we believe that individuals should be able to study, teach, and work in an environment that is free of all forms of harassment, particularly involving:

- Unwelcome sexual advances in return for grades, promotions, or other workplace or classroom opportunities.
- Workplace or classroom decisions affecting your employment or studies because of your reactions to the advances.
- The nature of your work or classroom environment, if you believe the atmosphere has been made hostile, intimidating, or offensive to you by the actions of others.

If any of these matters are a concern, the College has a need to know about the circumstances that are affecting your performance or making you uncomfortable. If you feel that you are being harassed in anyway by a member of the Rocky Mountain College community, you should immediately notify a College official. The matter will be thoroughly investigated and, where appropriate, disciplinary action will be taken.

You should also be aware that no member of the Rocky Mountain College community has the authority to suggest to you that your continued employment or classroom advancement will be affected in any way by your entering into (or refusing to enter into) any form of personal relationship with the offending community member.

If you feel that a member of the Rocky Mountain College community has acted inconsistently with this policy or if you feel that your complaint concerning this type of matter has not been handled to your satisfaction, please immediately contact one of these people:

Title IX Coordinator (Brad Nason).....657-1018
Deputy Title IX Coordinator (Marcy Buster).....657-1043
Deputy Title IX Coordinator (Shaydean Saye).....657-1051
Counselor (Cynthia Hutchinson).....657-1049

Your report will be kept as confidential as possible and you will not be penalized in any way for reporting such conduct. Please do not assume that the College is aware of your problem. It is your responsibility to bring your complaint and concerns to our attention, so that we can help resolve them.