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- (1) The policy of Roanoke-Chowan Community College prohibits any employee from engaging in conduct that falls under the definition of workplace harassment as defined below. The policy guarantees all employees the right to work in an environment free from workplace harassment and retaliation.
- (2) Definitions
 - (2.1) Workplace Harassment is unwelcome or unsolicited speech or conduct based upon race, gender, creed, religion, national origin, age, color, or handicapping condition as defined by G.S. 168A-3 that creates a hostile work environment or circumstances involving quid pro quo.
 - (2.2) Hostile Work Environment is one that both a reasonable person would find hostile or abusive and one that the particular person who is the object of the harassment perceives to be hostile or abusive. Hostile work environment is determined by looking at all of the circumstances, including the frequency of the allegedly harassing conduct, its severity, whether it is physically threatening or humiliating, and whether it unreasonably interferes with an employee’s workplace.
 - (2.3) Quid Pro Quo Harassment consists of unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment, or (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual.
 - (2.4) Retaliation is adverse treatment that occurs because of opposition to workplace harassment.
- (3) This policy applies to all full-time and part-time employees with either a permanent, probationary, trainee, time-limited permanent, or temporary appointment.

General Authority:
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- (4) This policy authorizes the President to establish a procedure that defines workplace harassment and the process by which grievances and appeals are addressed by the College.