

(A) SEXUAL HARASSMENT

Opportunity Commission (EEOC) and the State of Washington regard sexual harassment as

a form of discrimination and a discriminatory practice.

Sexual harassment is defined as unwelcome conduct of a sexual nature, or conduct that is so offensive that it creates an environment of intimidation, harassment, or hostility for another person. Sexual harassment can occur between two people of the same sex, between two people of opposite sexes, or between one person of one sex and a group of persons of the other sex. It can occur between a supervisor and an employee, between co-workers, or between an employee and a non-employee, such as a customer or vendor. Sexual harassment can occur in any setting, including the workplace, educational institutions, residential facilities, and other public places. It can also occur online through email, text messages, social media, and other digital communication platforms.

Sexual harassment includes:

Unwelcome sexual advances, defining, defining, threatening, and/or making unwanted sexual contact with another person, regardless of the sex, sexual orientation, and/or gender identity of those involved.

Sexual harassment can also include unwelcome sexual comments, jokes, and other forms of sexual harassment, such as:

1) Ques. Pro Quo:

When an employer of the college requires an employee to engage in sexual conduct in exchange for job benefits, such as promotion, raises, or other perks.

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