

**LAKE-SUMTER STATE COLLEGE
BOARD RULE**

TITLE: Sexual Harassment

NUMBER: 2.06

AUTHORITY: Title VII, Civil Rights Act of 1964
Florida Statutes 1000.05

PAGE: 1 of 2

HISTORY: New - 8/16/89

Amended - 4/20/94, 6/19/96, 6/16/99, 6/20/01, 9/20/05, 10/20/09

DATE ADOPTED:

10/20/09

REFERS TO PROCEDURE NUMBER:

PRO 2-07

1. Sexual harassment is a form of discrimination that violates Title VII of the Civil Rights Act of 1964.
2. Florida Statute 1000.05, which may be cited as the "Florida Educational Equity Act," states that "discrimination against students and employees in the Florida K-20 public education system (is) prohibited."
3. The law defines sexual harassment as any form of unwelcome sexual advances or requests for sexual favors, or any conduct of a sexual nature when such conduct creates to a reasonable person an intimidating or offensive working or educational environment, or interferes with work performance or educational opportunities. Sexual harassment can be physical (touching, gesturing), verbal (requests for a date or favors, lewd sounds, jokes), or visual (photos, posters); and the victim does not have to be of the opposite sex.
4. The District Board does not tolerate any form of sexual harassment by its students, employees, applicants for admission and employment, and persons doing business with Lake-Sumter State College.
 - a. Violation of this Rule by a student or an employee shall be grounds for disciplinary action up to and including dismissal for a student and termination for an employee.
 - b. Violation of this Rule by a non-student or non-employee shall be grounds for being barred from campus and/or from doing business with the College.
 - c. Students or employees who are found to have intentionally filed a false sexual harassment complaint will be disciplined up to and including dismissal if a student and termination if an employee.
5. The District Board authorizes the President to establish procedures to protect students and employees from sexual harassment while they are in the pursuit of their academic goals, duties and/or responsibilities.

6. Retaliation:

- a. Retaliation against any person, student or employee, who has reported a complaint of sexual harassment, or who has cooperated in the investigation of a complaint of sexual harassment, is a violation of this Rule.
- b. A student or employee of the College who retaliates in any manner against another student or employee will be disciplined up to and including dismissal for a student or termination for an employee.

7. Reporting, Investigation and Resolution:

A complaint of sexual harassment may be filed at any time and shall be immediately investigated. If such harassment is found to exist, a prompt resolution of the matter shall take place. The confidentiality of allegations of sexual harassment shall be protected to the fullest extent possible.

- a. Information on proper procedures for investigation and resolution of a sexual harassment complaint can be found in the Administrative Procedures Manual, PRO 2-07. The time limit for filing a discrimination complaint of any kind with the Equal Employment Opportunity Commission (EEOC) is 180 days after the violating act. A complaint of discrimination must be filed with the Florida Commission of Human Relations within 365 days of the violating act (see Section 760.11, Florida Statutes).
- b. Students, employees and third parties are encouraged to promptly report complaints of sexual harassment to:

Office of Equity and Diversity
Williams Johnson Administration Bldg
Lake-Sumter State College
9501 U. S. Highway 441
Leesburg, FL 34788-3950
352/365-3592

OR

Francine Pistilli, Director
Human Resources
Williams Johnson Administration Building
Lake-Sumter State College
9501 U. S. Highway 441
Leesburg, FL 34788-3950
pistillif@lssc.edu
352/323-3680