

John A. Logan College does not tolerate sexual harassment of or by a student at any time. In addition to being against federal and state law, sexual harassment runs counter to the College's objective of providing an academic atmosphere free of exploitation or intimidation.

**General Definition of Sexual Harassment**

For the purpose of this policy, sexual harassment means:

1. any unwelcome sexual advances or requests for sexual favors made by a student of the College to another student in connection with any academic, educational, extracurricular, athletic, and other programs of the College whether those programs take place in a school's facilities where the College has a contractual agreement for housing, transportation, or training programs sponsored by the College at another location, or elsewhere; or
2. any unwelcome sexual advances or requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature made by a representative of the College to a student; or
3. any conduct of a sexual nature exhibited by a College student toward another student or College employee in an educational setting, when such conduct has the purpose of substantially interfering with the student's educational performance or creating an intimidating, hostile or offensive atmosphere; or
4. any conduct of a sexual nature exhibited by a College employee toward a student, when such conduct has the purpose of substantially interfering with the student's educational performance or creates an intimidating, hostile or offensive atmosphere, including offensive gender-based comments in the classroom; or
5. when a College representative explicitly or implicitly makes the student's submission to such conduct a term or condition of, or uses the student's submission to or rejection of such conduct, as a basis for determining any right or benefit accruing to him or her as the result of being a student, including such things as admission, performance, assignments, fees, extra-curricular activities, etc.;
6. sexual violence is a form of sexual harassment and is prohibited by Title IX. Sexual violence refers to physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent due to the victim's use of drugs or alcohol. A number of different acts fall into the category of sexual violence, including rape, sexual assault, sexual battery, and sexual coercion.

**Corrective Action**

The College will take whatever action is necessary to stop, correct, prevent or discipline behavior that violates this policy. Disciplinary action may include, but is not limited to, oral or written warnings, demotion, transfer, expulsion, suspension, probation, remedial warning or dismissal for cause.

**Reporting of Sexual Harassment**

Any student who alleges that she or he has been a victim of illegal discrimination or sexual harassment is encouraged to report such conduct directly to the **dean for academic affairs**. The dean will confer with the student in reference to any additional appropriate steps that need to be accomplished in order to alleviate any alleged conduct, and to take appropriate disciplinary action.

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