

- Opportunity Commission (EEOC) interpretive guidelines on Title VII of the Civil Rights Act of 1964;
- x The Office of Civil Rights policy statement interpreting Title IX of the Educational Amendments of 1972; and
- x The West Virginia Human Rights Act.

1.3. Effective Date: April 13, 2011

### 13.2. Policy Statement.

2.1. The Glenville State College Board of Governors is committed to providing students, faculty, staff and applicants for employment with a work and educational environment free from all forms of sexual harassment. Therefore, sexual harassment in any manner or form, toward GSC students, faculty, staff, or applicants for employment is a violation of this policy and is expressly prohibited.

2.2. All Glenville State College students, faculty and staff are expected to:

- x Engage in conduct that meets professional standards;
- x Remains sensitive to the effect of their actions and words on others;
- x Take appropriate action to prevent sexual harassment;
- x Avoid behavior that might be construed as sexual harassment and
- x Acquaint themselves with this policy.

Those in supervisory positions have a special responsibility to discourage sexual harassment as well as to implement and enforce this policy.

### 13.3. Sexual Harassment Definition.

3.1. Sexual harassment is intended to be defined consistent with EEOC and United States Department of Education as

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