

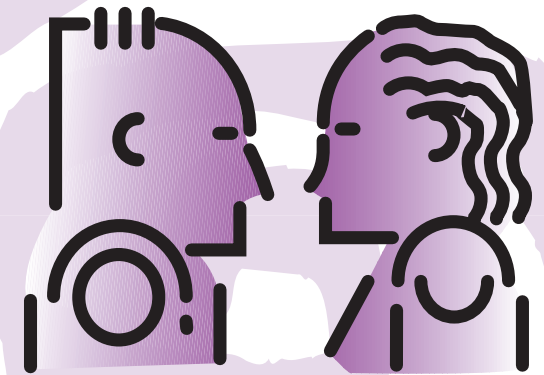
This brochure is intended to clarify inappropriate behavior and promote understanding of what constitutes sexual harassment. It also outlines actions to take in the event harassment occurs.

It is the policy of Linn-Benton Community College that sexual harassment of any employee or student will not be tolerated.

Linn-Benton
COMMUNITY COLLEGE
6500 PACIFIC BLVD SW
ALBANY, OREGON 97321

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REV 2.2011



STOP SEXUAL HARASSMENT

**Affirmative Action Officer
Director, Human Resources**
Calapooia Center, Room 108

Associate Dean, Student Services
Takena Hall, Room 107

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What is Sexual Harassment?

Sexual harassment is any unwelcome and unwanted sexual behavior — verbal, non-verbal or physical.

- Submission to such conduct is made either explicitly or implicitly a requirement of employment or participation in an academic program or activity.
- Submission to or rejection of such conduct is used as the basis for employment or academic decisions.
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile or offensive working or learning environment.

Examples can include:

- Petting, pinching, grabbing
- Making indecent or obscene gestures
- Sexually suggestive or insulting sounds
- Brushing or pressing against someone in a sexual way
- Blocking or cornering someone in a sexual way
- Sexual innuendoes, comments or sexist remarks about clothing, body or sexual activities
- Verbal sexual abuse disguised as humor
- Displaying or handing out sexual photographs, illustrations, or cartoons
- Coercing, intimidating, or pressuring someone to go on a date or to have sex
- Making someone the target of sexual rumors
- Disparaging remarks about one's gender

What You Can Do

Prevention

Know your rights! Understand you are legally entitled to a work and learning environment free of sexual harassment.

Don't accept sexist comments or jokes as "the way things are." Tell people when you find their actions or language inappropriate.

State your position clearly. If you are not interested, say so.

Beware of undue attention, unusual behavior, or offers.

If you become the target of unwanted sexual attention or behavior:

Respond to the problem. Make your feelings absolutely clear. Tell the harasser the advances are unwanted and you want them to stop, and/or write to the harasser (keep a copy) to state you view the behavior as sexual harassment and you will report these actions if they continue.

Confront the alleged harasser with someone else present if you would feel more comfortable. Ask a witness to hear you say, "No."

Record the dates, times, places, and specifics of each incident, including who might have observed the incident or your reactions.

Report continuing harassment.

Who Can Assist You?

Make an appointment to see one of the following individuals to discuss the situation with you, and advise you of the available options. If the problem cannot be resolved, and you so desire, a formal complaint may be filed.

Students - Contact one of the following:

Associate Dean, Student Services: 541-917-4806

College Counselors: 541-917-4780

Employees - Contact:

Affirmative Action Officer/ Human Resources Director:
541-917-4420

