

 <b>CSN Policy</b>	<b>Sexual Harassment Policy</b>
<b>Policy Category: Human Resources</b>	<b>Effective Date: 07/11/2013</b>
<p><b>MOST RECENT CHANGES</b></p> <p>Version # 1: Formatted in accordance with GEN 1.2.</p>	

**I. POLICY PURPOSE**

This policy is intended to make members of the campus community aware of CSN's policy against sexual harassment, complaint procedures and the rights afforded under NSHE Handbook, Title 4, Chapter 8 and Title IX of the Education Amendments Act of 1972.

**II. POLICY STATEMENT**

**A. Sexual Harassment is Illegal Under Federal and State Law**

The College of Southern Nevada (CSN) is committed to providing a place of work and learning free of sexual harassment, including sexual violence. CSN requires all employees to attend a "Sexual Harassment Prevention" workshop in accordance with Title 4, Chapter 8, Section 13 of the Board of Regents Handbook. All newly hired or rehired employees shall make arrangements to participate in a face to face CSN workshop presentation as soon as possible. A refresher course is required every two years.

Where sexual harassment is found to have occurred, CSN will act to stop the harassment, to prevent its recurrence, to remedy its effects, and to discipline those responsible in accordance with the Nevada System of Higher Education NSHE Code or, in the case of classified employees, the Nevada Administrative Code. Sexual harassment, including sexual violence, is a form of discrimination; it is illegal.

No employee or student, either in the workplace or in the academic environment, should be subject to unwelcome verbal or physical conduct that is sexual in nature. Sexual harassment does not refer to occasional compliments of a socially acceptable nature. It refers to behavior of a sexual nature that is not welcome, that is personally offensive, and that interferes with performance.

It is expected that students, faculty and staff will treat one another with respect.

**2. Policy Applicability and Sanctions**

All students, faculty, staff, and other members of the campus community are subject to this policy. Individuals who violate this policy are subject to discipline up to and including termination and/or expulsion, in accordance with NSHE Code (or applicable Student Code of Conduct) or, in the case of classified employees, the Nevada Administrative Code. Other, lesser sanctions may be imposed, depending on the circumstances.

**III. PROCEDURE**

Additional information regarding CSN's grievance procedures may be found in the Affirmative Action Plan located on the Affirmative Action web page at [www.csn.edu](http://www.csn.edu) and in Appendix C of CSN's College Catalog.

**IV. AUTHORITY AND CROSS REFERENCE LINKS**

[NSHE Handbook, Title 4, Chapter 8, Section 13](#)

[CSN Affirmative Action web page](#)

[CSN College Catalog, Appendix C](#) (link goes to catalog page, scroll on page to choose catalog for the appropriate Academic year)

Title IX of the Education Amendments Act of 1972, specifically at [20 U.S.C. § 1681\(a\)](#)

**V. DISCLAIMER (Include in All Policies)**

The President has the discretion to suspend or rescind all or any part of this policy or related procedure(s). The President shall notify appropriate CSN personnel, including the Administrative Code Officer and Faculty Senate Chair, of the suspension or rescission.

Questions about this policy should be referred to the CSN Administrative Code Officer ([general.counsel@csn.edu](mailto:general.counsel@csn.edu), 702.651.7488) and/or CSN's Title IX Coordinator, Thomas Brown, Associate Vice President for Human Resources, 651-7543, [thomas.brown@csn.edu](mailto:thomas.brown@csn.edu), Office E-414, Charleston Campus or Debbie Tanner, Compliance Investigator II, 651-5783, [debbie.tanner@csn.edu](mailto:debbie.tanner@csn.edu), Office E-128, Charleston Campus.

**VI. SIGNATURES**

Recommended by (add additional signature lines as appropriate):

/s/ Thomas Brown

Thomas Brown  
Associate Vice President for Human Resources

07/08/2013

Date

Reviewed for Legal Sufficiency:

/s/ Richard L. Hinckley

General Counsel

07/09/2013

Date

Approved by:

/s/ Michael D. Richards

CSN President

07/11/2013

Date

**VII. ATTACHMENTS**

Attachment A - History

**Attachment A  
HISTORY**

- Version 1:
  - 07/11/2013: Approved by CSN President (M. Richards)
  - 07/09/2013: Reviewed by General Counsel (R. Hinckley)
  - 07/08/2013: Recommended by Associate Vice President for Human Resources (T. Brown)