

MIDDLESEX COLLEGE

BOARD POLICY

Policy No. 3.7.0

Area: Administration

Adopted: February 17, 1987

Revised: August 25, 1999

Revised: November 18, 2007

Revised: November 16, 2009

Description: Sexual Harassment

Sexual harassment in any form is against the law and will not be tolerated by Middlesex College. The College is committed to the belief that all individuals who work at or attend the College have the right to enjoy an environment that is free of inappropriate conduct and communications based on the employee's or student's gender.

Middlesex College opposes sexual harassment in any form, by any employee, student, or representative of the College, regardless of whether the victim or actor is male or female. Such conduct will not be tolerated and this policy will be vigorously enforced. Violation of this policy is a serious matter and will be dealt with accordingly.

*This policy is supplemented by and implemented by Procedure No. 3.7.0.
Related policies can be found in Policy No. 3.8.0 and Policy No. 3.28.0.*

MIDDLESEX COLLEGE

BOARD POLICY

Policy No. 3.8.0

Area: Administration

Adopted: November 28, 2007

Revised: November 14, 2011

Revised: November 13, 2012

Description: Harassment / Discrimination

Middlesex College is committed to the belief that any employee, student, or representative of the College has the right to enjoy an environment that is free of bullying and inappropriate conduct or communications. The College opposes discrimination and harassment in any form on the basis of sex, race, creed, national origin, ancestry, nationality, color, marital status, civil union or domestic partnership status, affectional or sexual orientation, gender identity, age, handicap (and/or disability), service in the armed forces, atypical hereditary cellular blood trait, genetic information, refusal to submit to genetic tests, or refusal to make available results of genetic tests, whether by any employee or student of Middlesex College, or by any other party dealing with the College. This policy will be vigorously enforced. Violation of this policy is a serious matter, and will be dealt with accordingly.

*This policy is supplemented by and implemented by Procedure No. 3.8.0.
Related policies can be found in Policy No. 3.7.0 and Policy No. 3.28.0.*

MIDDLESEX COLLEGE

BOARD POLICY

Policy No. 3.28.0

Area: Administration

Adopted: September 24, 2014

Revised: May 27, 2015

Description: Violence Against Women Act and the Campus Sexual Violence Act

Middlesex College is committed to providing an institutional environment where all persons may pursue their studies, careers, duties, and activities in an atmosphere free of threat of unwelcome and unwanted sexual actions. It strongly condemns sexual offenses, will not tolerate sexual offenders, and supports those who have been victimized.

Sexual assaults are serious violations of the college's student judicial code, faculty standards and college employee policies. They are crimes under state and federal laws and punishable by fines and/or imprisonment. In addition, these actions are subject to civil suit for damages.

Each academic year new students will receive sexual misconduct information through presentations given during the new student orientation or by other effective methods. Each academic year, new faculty will receive information about sexual misconduct during faculty orientation.

*This policy is supplemented by and implemented by Procedure No. 3.28.0.
Related policies can be found in Policy No. 3.7.0 and Policy No. 3.8.0.*

MIDDLESEX COLLEGE

BOARD POLICY

Policy No. 3.29.0

Area: Administration

Adopted: February 24, 2016

Revised: November 20, 2019

Revised: November 10, 2021

Description: Sex / Gender Harassment, Discrimination and Misconduct

Middlesex College will promptly respond any time the College has actual knowledge of an allegation of sexual harassment prohibited under Title IX which occurred in a College education program or activity and was committed by a current College student, employee and/or third-party covered by this Policy.

This Policy is supported and implemented by Procedure 3.29.0