

BROOKDALE COMMUNITY COLLEGE COLLEGE POLICY

2.1001 Title IX Policy Against Sexual Harassment

I. Title of Policy

Title IX Policy Against Sexual Harassment

II. Objective of Policy

To affirm the College's commitment to create and maintain an environment that is free from sexual harassment, including domestic violence, dating violence, sexual assault and/or stalking. As a result of this Board policy and as required by law, Brookdale Community College is compliant with Title IX, the Violence Against Women Reauthorization Act (VAWA) and the obligations on all post-secondary institutions under its Campus Sexual Violence Act (SaVE).

III. Authority

All applicable legislation including but not limited to the Clery Act by the Violence Against Women Reauthorization Act (VAWA) of 2013; the Campus SaVE Act of 2012; Title IX of the Education Amendments of 1972, as amended, 34 C.F.R. 106, effective 8/14/2020; the Prevention of Domestic Violence Act of 1991, N.J.S.A. 2C:25-17 et seq; State of New Jersey P.L. 1994, Chapter 160; other applicable State or Federal law; and the Bylaws of the Board of Trustees.

IV. Policy Statement

Brookdale Community College is committed to prevention of sexual harassment so that no student or employee shall engage in such behavior or be victimized by such behavior. This includes, as defined by Title IX, domestic violence, dating violence, sexual assault, stalking, the conditioning by an employee of an aid, benefit or service on an individual's participation in unwelcome sexual conduct, and unwelcomed conduct determined by a reasonable person to be so severe and pervasive and objectively offensive that it effectively denies a person equal access to an education program or activity. The College offers free supportive measures to involved parties; a fair and equitable complaint procedure; the ability to pursue informal resolution; prevention, awareness, risk reduction, compliance, and bystander intervention information; crime statistics; methods for reporting incidents; and ensures confidentiality to the extent possible. Relevant College policies, regulations and procedures are disseminated to the campus community annually.

As required by law, the Brookdale Community College Annual Security Report contains policy statements and crime statistics for all Brookdale locations.

Also see Policy 3.9002 and Regulation 3.9002R, Equal Opportunity and Non-Discrimination, which use a broader definition of sexual harassment than this policy, consistent with other State and federal laws that also prohibit sexual harassment. Therefore, complaints of sexual harassment alleged to have been committed by an employee or third parties that do not fall within the scope of this policy may still be investigated under Policy 3.9002.

V. Responsibility for Implementation

President

Approved: Board of Trustees, 1/15/1998

Approved: 6/19/2014

Revised: 1/29/2015

Approved: 2/26/2015

Revised: Lodged, 5/19/2015

Approved: Board of Trustees, 6/25/2015

Note: Policy 6.1002 Campus Sexual Assault Victim's Bill of Rights was retired and replaced with Policy 2.1001 SaVE Act and Violence Against Women Act.

Approved: Board of Trustees, 10/27/2020, previously named 2.1001 SaVE Act and Violence Against Women Act

Supporting Documents

1. 3.9009 Involuntary Administrative Leave Policy
2. The Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act
3. Annual Clery Report