

SEXUAL MISCONDUCT POLICIES

Policy on Affirmative Consent, Sexual Assault, & Title IX

Cerritos College is committed to providing a safe and secure environment for all members of the campus community. Cerritos College Board Policy (BP) 3540 and Administrative Policies (AP) 3433 and 3434 operationalize state and federal laws covering sexual assaults including rape, fondling, and non-consensual sexual contact; dating violence; domestic violence; stalking; and retaliation. District response, including claimant options, resources, case investigation, and administrative and law enforcement response are provided in AP 3433 and AP 3434. Any student, employee, applicant for admission, or applicant for employment who experiences sexual assault or sexual misconduct is encouraged to report the matter immediately to Kelly Rios, Director of Diversity, Compliance, and Title IX Coordinator in the Office of Human Resources at (562) 860-2451, Ext. 2280. The District is dedicated to providing prompt and compassionate services. In the event of an incident, Student Health Services will provide support services and direction. The phone number for Student Health Services is (562) 860-2451, Ext. 2321.

Additional information is available on the Title IX website at <https://www.cerritos.edu/title-ix/default.htm>. Questions should be directed to the Title IX Coordinator via telephone or email at krrios@cerritos.edu (titleixcoordinator@cerritos.edu).

Sexual Harassment

It is the policy of the Cerritos Community College District to provide an educational, employment and business environment free of unwelcome sexual advances, requests or offers for sexual favors, and other verbal or physical conduct or communications constituting sexual harassment, as defined and otherwise prohibited by federal and state statutes.

The Board of Trustees and the President/Superintendent have provided regulations and procedures to implement this policy and the regulations and procedures are included as a part of the District's BP 3540, AP 3433, and AP 3434.

It is a violation of District Policy for anyone who is authorized to recommend or take personnel or academic actions affecting an employee or student, or who is otherwise authorized to transact business or perform other acts or services on behalf of the Cerritos Community College District, to engage in sexual harassment as defined in Board Policy and as described below.

Sexual harassment is conduct, on the basis of sex, that satisfies one or more of the following:

- When an employee of the District conditions (implicitly or explicitly) the provision of an aid, benefit, or service of the District on an individual's participation in unwelcome sexual conduct, or
- Unwelcome conduct determined by a reasonable person standing in the shoes of the Complainant to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District's education program or activity; or
- Sexual assault, dating violence, domestic violence, or stalking, as defined in BP 3540, AP 3433, and AP 3434.

Formal complaints under this policy shall be processed through AP 3433 and AP 3434 by the District's Director of Diversity, Compliance, and Title IX Coordinator. The District's Board Policies and Administrative Procedures can be found online at: www.cerritos.edu/board/policies/default.htm (<http://www.cerritos.edu/board/policies/default.htm>).

For the purpose of further clarification, sexual harassment includes, but is not limited to:

1. Making written, verbal, physical and/or visual contact with sexual overtones:
 - a. Written examples include, but are not limited to, suggestive or obscene letters, notes, or invitations.
 - b. Verbal examples include, but are not limited to, derogatory comments, slurs, jokes, epithets and/or promulgating sexual rumors.
 - c. Physical examples include, but are not limited to, assault, touching, impeding or blocking movement.
 - d. Visual examples include, but are not limited to, leering, gestures, or display of sexually suggestive objects, pictures, cartoons or posters.
2. Continuing to express sexual interest after being informed that the interest is unwelcome.
3. Making reprisals, threats of reprisals, or implied threats of reprisals following a negative response. For example:
 - a. within the work environment - either implying or actually withholding support for an appointment, promotion, or change of assignment, suggesting a poor performance report will be prepared, or suggesting probation will be failed.
 - b. within the educational environment - either implying or actually withholding grades earned or deserved, suggesting a poor performance evaluation will be prepared, or suggesting a scholarship recommendation or college application will be denied.