

Harassment Policy

Coastal Alabama Community College is committed to providing both employment and educational environments free of harassment or discrimination related to an individual's race, color, gender, religion, national origin, age, disability, or any other protected class. Such harassment is a violation of Alabama Community College Board of Trustees policy. Any practice or behavior that constitutes harassment or discrimination shall not be tolerated on any campus or site, or in any division, or department by any employee, student, agent, or non-employee on any institution's property and while engaged in any institutionally sponsored activities.

Sexual harassment is a form of sex discrimination which is illegal under Title VII of the Civil Rights Act of 1964 for employees and under Title IX of the Education Amendments of 1972 for students. Sexual harassment does not refer to occasional compliments; it refers to behavior of a sexual nature which interferes with the work or education of its victims and their co-workers or fellow students. Sexual harassment may involve the behavior of a person of either sex against a person of the opposite sex or the same sex, and occurs when such behavior constitutes unwelcome sexual advances, unwelcome requests for sexual favors, or other unwelcome verbal or physical conduct of a sexual nature. Harassment of employees or students by non-employees is also a violation of this policy. Harassment is a violation of College policy and will not be ignored, tolerated or condoned.

If an individual is confronted with what he or she considers to be harassment, the following courses of action are available:

- Take personal action either in person or by letter stating that the behavior is neither humorous, not welcome, and should cease immediately;
- Request informal third-party mediation from a friend or colleague; or
- File a formal grievance in accordance with the College's Grievance and Appeal Policy.

Student Grievances. The Chief Judiciary Officer has been designated as the Title IX Coordinator and Grievance Officer for students. Any student who has questions, concerns, complaints or grievance, should contact the Chief Judiciary Officer.

Faculty and Staff Grievances. The Senior Personnel Officer has been designated as the Title IX Coordinator and the Grievance Officer for employees. Any employee who has questions, concerns, complaints or grievance, should contact Human Resources, 251-580-4898.

Coastal Alabama Community College Contact Numbers:

College Police: 251-580-2222

Police Chief: 251-580-2221

Student Services (Student Complaints): 251-580-2103

Human Resources (Employee Complaints): 251-580-4898