

The superintendent/president shall establish procedures that define sexual harassment on campus. The superintendent/president shall further establish procedures for students, employees, and other members of the campus community that provide for the investigation and resolution of complaints regarding sexual harassment in violation of this policy. State and federal law and this policy prohibit retaliatory acts against all participants by the district, its students, employees, and agents.

All forms of sexual harassment are contrary to basic standards of conduct between individuals and are prohibited by state and federal law, as well as this policy, and will not be tolerated. The MiraCosta Community College District is committed to providing an academic and work environment that respects the dignity of individuals and groups. The d

In addition, this policy applies to all terms and conditions of employment, including but not limited to hiring, placement, promotion, disciplinary action, layoff, recall, transfer, leave of absence, training opportunities, and compensation.

To this end the superintendent/president shall ensure that the institution undertakes education and training activities to counter sexual harassment and to prevent, minimize, or eliminate any hostile environment that impairs access to equal education opportunity or impacts the terms and conditions of employment.

The district will publish and publicize this policy and related written procedures, including the procedure for filing a complaint, to administrators, faculty, staff, students, applicants for employment, and applicants for admission, particularly when they are new to the institution. The district will make this policy and related written procedures, including the procedures for filing a complaint, available in all administrative offices and will post them on the district's website.

Employees who violate the policy and procedures may be subject to disciplinary action