

College Wide Policies

Sexual Harassment

Definition: Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct or written communication of a sexual nature which is intimidating, hostile, or offensive. Sexual harassment shall be considered to have occurred when:

- Accepting or tolerating such conduct is made a term or condition of student's status or individual's employment, either explicitly or implicitly.
- Accepting or rejecting such conduct is used as the basis for academic or employment decisions affecting the student or employee.
- Such conduct creates an intimidating, hostile, or offensive working or learning environment, or substantially interferes with an employee's work performance or a student's academic performance.

Student Reporting Procedures for Sexual Harassment:

Complaints of sexual harassment should be directed to the Dean of Student Services. Allegations will be fully investigated and appropriate corrective action will be taken immediately if warranted.

If the accused is a member of the College faculty or staff, the case will be handled via the Student Grievance Policy. If the accused is a student, the case will be handled according to procedures outlined in the Statement of Student Rights and Responsibilities.

All reports will be treated confidentially and the complainant's identity will remain anonymous outside of any confidential disciplinary proceedings. Students who have concerns or questions regarding whether a particular behavior or situation constitutes sexual harassment are encouraged to confidentially consult a Counselor in the Counseling Center.

Disciplinary Procedures for Sexual Harassment: Sexual harassment by a student is a violation of the Standards of Conduct outlined in the Statement of Student Rights and Responsibilities and may result in suspension or dismissal. The Dean of Student Services will conduct a thorough investigation of the incident, and based on the findings, will make the decision of what sanction is to be imposed. In cases where suspension and dismissal are imposed, the student accused of the sexual harassment can appeal the administrator's decision by requesting a review committee be convened to consider the appeal. The review committee procedures allow for due process and the protection of the rights of the accused and the complainant. The complainant and the accused are entitled to the same opportunities to have others present during any disciplinary proceeding. Both the complainant and the accused will be informed of the outcome of any institutional disciplinary proceeding that is brought alleging a sexual harassment.

Sexual harassment of a student *by a member of the College faculty or staff* constitutes a complaint of unfair treatment and a violation of College policy. Any employee found in violation of the sexual harassment policy shall be subject to corrective action, which may include termination of employment. A valid complaint of unfair treatment will be handled through the Student Grievance Policy, with the following exceptions. In cases of sexual harassment, the student alleging sexual harassment is not required to file the initial complaint with the alleged harasser.

HIV Infection

The HIV Infection Policy at Germanna Community College has been developed and applied in accordance with the guidelines set forth by the American College Health Association. Questions may be directed to the Dean of Student Services.

The existence of any form of HIV infection will not be considered in the admissions process. Students with HIV Spectrum Disease will be allowed regular classroom attendance and use of College facilities in an unrestricted manner as long as they are physically able to attend class.

The College will not ask students to respond to questions about the existence of HIV infection. However, students are encouraged to disclose knowledge of potentially serious medical conditions (for example, HIV infection) so appropriate education, counseling and/or referrals may be made. This, like all other medical information, will be handled in strictest confidence. Referrals to local free anonymous testing are available through the Counseling Center.

A separate policy exists with specific guidelines for students enrolled in the College's nursing program and students and faculty involved with biological research in the laboratory setting. It is published in the *Nursing Program Student Handbook*.

A person with advanced stages of HIV infection will be considered as having a disability and will have the legal rights guaranteed to disabled persons. Existing support services for persons with disabilities will be made available to persons with HIV infections.

Parking

The main parking lots are available for all students, employees and visitors; however, parking is restricted in areas designated with reserved or disabled parking signs. Unauthorized parking in these spaces is a violation and is subject to action by the College. Parking on the roadway (bordering the parking lane) is a violation per State law and the vehicle may be towed by an agent of the local policing authority, with substantial cost for recovery. Parking in unmarked areas or on the lawn is also prohibited and subject to the above sanctions.