

(A) Sexual harassment is a form of sex discrimination.

(i) The College is committed to stopping, preventing and remedying sexual harassment whenever and however it occurs; however, in the interest of directing complainants to the appropriate grievance procedure, the definition of hostile environment is dissected to include the Civil Rights Act of 1964, Title VII definition as well as the Higher Education Act of 1972, Title IX definitions.

(ii) For harassment to be actionable under Title VII the offensive conduct must be sufficiently severe or pervasive to *alter the conditions of the victim's employment* and create a hostile working environment.

(iii) For harassment to be actionable under Title IX the offensive conduct must be severe and pervasive and objectively offensive so the conduct effectively denies a person equal educational access.

(iv) The distinction between the 2 definitions allows the College to balance Title IX enforcement with free speech and academic freedom.

[Hostile Environment Sexual Harassment](#)

[Quid Pro Quo Sexual Harassment](#)

[Scenarios](#)