

Sexual Misconduct Policy

The District is committed to cultivating a diverse and inclusive community that recognizes the value of each individual and allows persons to learn and work in an environment free from harassment and discrimination.

NWCCD will respond to sex-based harassment and discrimination through clear procedures, educational programming, employee training, and sanctioning those found to have violated this policy. The District commits itself to maintaining a safe and healthy educational and employment environment. This policy and comprehensive procedures ([3003.1](#)) were created and implemented by NWCCD to address allegations of sexual harassment, sexual assault, domestic violence, dating violence, and stalking in addition to other prohibited misconduct as identified and defined in procedure.

NWCCD prohibits all forms of sex and gender-based harassment, as well as the offenses of sexual assault, dating violence, domestic violence, and stalking (collectively referred to in this policy as “Sexual Misconduct” and also constitutes “Prohibited Conduct” under this policy.) These offenses may also be prohibited by Title IX of the Higher Education Amendments of 1972, 20 U.S. C. § 1681 et seq. (“Title IX”), by the Clery Act and Section 304 of the Violence Against Women Reauthorization Act of 2013 (“VAWA”), Title VII of the Civil Rights Act of 1964, and other applicable statutes. This Policy prohibits a broad continuum of behaviors, some of which are not prohibited under Title IX or other laws. Their inclusion in this Policy and associated procedures reflects the District’s standards and expectations for a respectful working and learning environment where everyone is free to work and learn safely.

Adoption Date: Aug. 14, 2020

Review Dates: Aug. 27, 2021

Revision Dates: Sept. 21, 2021