



Victoria College Student Handbook

Addendum

Sexual Harassment & Discrimination

Revision Page 23

Harassment

Harassment is defined as extreme or outrageous acts or communications that are intended to harass, intimidate or humiliate students or employees on account of sex, age, religion, disabling condition, veterans status, race, color, or national origin and that cause them to suffer severe emotional distress or impede the learning process. Harassment is expressly prohibited and any student or employee who engages in such conduct is subject to disciplinary action.

Sexual Violence

Students are also protected by federal law from sexual violence, which is another form of gender-based discrimination. Sexual violence includes sexual assault, domestic violence, dating violence and stalking. If a student has experienced sexual violence either on or off campus, a complaint procedure and information regarding assistance can be found in the Victoria College Policy Prohibiting Sexual Violence. The policy can be accessed at www.VictoriaCollege/StudentServices.

Revision Page 24

Freedom from Retaliation or Reprisal

Any student has the right to make a good faith complaint of discrimination or harassment without fear of retaliation or reprisal. Any student who feels that he or she has been subjected to any form of retaliation or reprisal because of his or her complaint is entitled to file a complaint with the Affirmative Action Officer as outlined above.

In cases of alleged discrimination or harassment, a student whose complaint has been found not to have merit may appeal, in writing, directly to the President who shall uphold or reject the appeal and notify the student within 10 days. A student whose appeal was denied by the President may appeal in writing to the Board of Trustees in sufficient time for the matter to be included on the agenda of the next regular Board meeting following the President's decision. The decision of the Board shall be final.