



# SUNY Orange Policy Manual

Policy Number	Policy Title
BP3.2	Sexual Harassment and Discrimination

The College is committed to all provisions of Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, and other human rights and equal opportunity laws. These laws include prohibition of discrimination in employment and educational programs and services on the basis of sex.

Guidelines for Title VII of the Civil Rights Act focus upon sexual harassment as an unlawful practice. Interpretations of Title IX of the Education Amendments similarly delineate sexual harassment as discriminatory and unlawful.

The College prohibits harassment of any employee by any supervisor, manager, employee, student, vendor or visitor on the basis of sex or gender. The College will not allow any form of retaliation against individuals who report incidents of perceived harassment to management or who cooperate in the investigation of such reports in accordance with this policy.

The Board of Trustees directs the President to develop such procedures as to fairly implement this policy.