

- Opportunity Commission (EEOC) interpretive guidelines on
Title VII of the Civil Rights Act of 1964;
- x The Office of Civil Rights policy statement interpreting Title IX of the Educational Amendments of 1972; and
 - x The West Virginia Human Rights Act.

1.3. Effective Date: April 13, 2011

13.2. Policy Statement.

2.1. The Glenville State College Board of Governors is committed to providing students, faculty, staff and applicants for employment with a work and educational environment free from all forms of sexual harassment. Therefore, sexual harassment in any manner or form, toward GSC students, faculty, staff, or applicants for employment is a violation of this policy and is expressly prohibited.

2.2. All Glenville State College students, faculty and staff are expected to:

- x Engage in conduct that meets professional standards;
- x Remains sensitive to the effect of their actions and words on others;
- x Take appropriate action to prevent sexual harassment;
- x Avoid behavior that might be construed as sexual harassment and
- x Acquaint themselves with this policy.

Those in supervisory positions have a special responsibility to discourage sexual harassment as well as to implement and enforce this policy.

13.3. Sexual Harassment Definition.

3.1. Sexual harassment is intended to be defined consistent with EEOC and United States Department of Education as

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