

Southern State Community College Non-Discrimination Policy under the 2020 Amendments to the US Dept. of Education Title IX Regulation

Southern State Community College strongly opposes and will not tolerate harassment or related behavior of any kind. It is the policy of the College to maintain a working and learning environment free from any sexual harassment, sexual violence, or discrimination against employees, applicants, and students on the basis of race, color, religion, gender, gender identity or expression, national origin (ancestry), military status (past, present or future), disability, age (40 years or older), status as a parent during pregnancy and immediately after the birth of a child, status as a parent of a young child, status as a foster parent, genetic information, or sexual orientation. All staff, faculty, and students of the College should be aware that such behavior violates both law and College policy. This prohibition extends to discrimination or harassment, based on the protected classes, including the creation of an intimidatin

bargaining unit members), students (including secondary school students participating in SSCC programs), and visitors/guests on campus to the extent that there is an allegation of prohibited conduct, as defined by this policy, made by them against College students or employees. The policy also applies to all third-party vendors, contractors, subcontractors, and others who do business with the College. The prohibitions of this policy extend to off campus conduct and the on-line/virtual environment if the conduct is in connection with College operations or a College-sponsored program or activity and poses an obvious and serious threat of harm to students or

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3) Submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions adversely affecting such individual.

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b. Hostile environment in the employment context includes any situation in which there is harassing conduct that is sufficiently severe, ()Tj.005 Tc -0.005 5 0 3

consent because of his/her age or because of his/her temporary or permanent mental incapacity.

- c. Incest – Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- d. Statutory Rape - Non-forcible sexual intercourse with a person who is under the statutory age of consent.

Note: Sex Offenses are criminalized under the Ohio Revised Code as follows – Rape (ORC 2907.02); Sexual Battery (ORC 2907.03); Gr (O RC O u0 Tc 0 Tw 1.36 Tj0.001 TIm-

