

3.19 Sexual Harassment and Violence Prevention

Policy Tracking	Date
Approved	November 18, 2019
Revised	November 18, 2019
Reviewed	

Blue Ridge Community College strives to make its campuses inclusive and a safe and welcoming learning environment for all members of the College community. Pursuant to multiple federal and state laws and administrative regulations and pursuant to College policy, the College prohibits discrimination in its activities, services and programs based on sex, sexual orientation, gender and gender identity. (Please see Policy 3.15 for discrimination and harassment based on race, color, national origin, religion, pregnancy, disability, genetic information, age, political affiliation, gender, gender identification, sex, sexual orientation or veterans' status.)

Title IX is a comprehensive federal law that prohibits discrimination on the basis of sex or gender in any federally funded education program or activity. Under Title IX, discrimination on the basis of sex or gender also includes sexual harassment, stalking, dating and domestic violence, or sexual violence, such as rape, sexual assault, sexual battery, sexual coercion. The College's Title IX Coordinator has oversight responsibility for handling Sexual Misconduct complaints and for identifying and addressing any patterns and/or systemic problems involving Sexual Misconduct. All allegations involving Sexual Misconduct should be directed to the College's Title IX Coordinator or, in the case of actions solely between employees, the College's Director of Human Resources. If the alleged incident involves both an employee and a student, the Title IX Coordinator shall take the lead but shall work cooperatively with the Director of Human Resources.