



601.04 HARASSMENT

Lawson State Community College does not authorize and will not tolerate any form of discrimination or harassment of or by any employee (i.e., supervisory or non-supervisory) or non-employee based on race, sex, religion, color, national origin, age, disability, or any other factor protected by law. An employee’s race, sex, religion, color, national origin, age, disability or any other factor protected by law, may not be considered as a basis for making any employment decisions regarding the employee, including, but not limited to, any decisions relating to hiring, promotion, training, job assignments, compensation, discipline, discharge, and other terms and conditions of employment. The term “harassment” includes, but is not limited to, offensive language, jokes, or other verbal, graphic or physical conduct; or intimidating, threatening or offensive behavior relating to an employee’s race, sex, religion, color, national origin, age disability, sex or other factors protected by the College’s policy and law which would make the reasonable person experiencing such harassment uncomfortable in the work environment or which could interfere with the person’s job performance.

This policy applies to every employee at the College. It is the College’s policy that all employees and students have a right to work and learn in an environment free of discrimination, which encompasses freedom from any form of harassment. This includes the behavior of peers, superiors, subordinates, and visitors to the premises. Such conduct by an employee may result in disciplinary action up to and including dismissal.

HARASSMENT POLICY ACKNOWLEDGEMENT

I, _____, the undersigned, hereby acknowledge receipt of the College’s Harassment Policy as set forth in the Board of Trustees policies and procedures governing the Alabama Community College System. I also understand that violation of this policy may result in disciplinary action up to and including dismissal.

Signature

Date

NOTE: Please print your name on first line.