

## Board Policy 5004: Anti-Harassment

The Claremont Colleges, Inc. (TCC) is committed to providing a professional work environment free from harassment. Accordingly, TCC prohibits sexual harassment in the workplace, as well as any harassment based on an individual's race, color, religious creed (including religious dress and grooming practices), gender (including gender identity and gender expression), national origin or ancestry, genetic information, physical or mental disability, medical condition, marital status, registered domestic partner status, age, sexual orientation, sex (which includes pregnancy, childbirth, breastfeeding, and medical conditions related to pregnancy, childbirth, or breastfeeding), military or veteran status, and status with regard to public assistance, or any other basis protected by federal, state or local law or ordinance or regulation. TCC's policy also prohibits harassment of an individual based on the *perception* that the individual possesses any of the characteristics mentioned above, or is associated with a person who has or is perceived as having any of those characteristics.

TCC's anti-harassment policy applies to all persons involved in the operation of TCC or the Colleges, and prohibits harassment by any TCC employee, including managers, as well as vendors, customers, independent contractors, and any other persons doing business with TCC or who come into contact with TCC employees.

Under state and federal law, unlawful sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, under any of the following conditions: (a) submission to such conduct is made as a condition of employment, either expressly or impliedly, (b) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting that individual, or (c) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

Examples of harassment prohibited in the workplace may include but are not limited to the following.

1. Verbal or written offensive conduct such as using epithets, derogatory jokes, comments, or slurs, stories, innuendos, or unwanted sexual advances, invitations, or comments of a personal nature;
2. Visual displays such as derogatory and/or sexually-oriented posters, photography, cartoons, videos, emails, drawings or gestures;
3. Physical conduct including unwanted touching, intentionally blocking normal movement, or otherwise interfering with an individual's ability to do his/her work;
4. Threats or demands to submit to sexual requests as a condition of continued employment, or in order to avoid the loss of some employment benefit; and
5. Retaliation for reporting or threatening to report harassment.

## Policy History:

Approved by the CUC Board of Overseers, 05/14/2014

Approved for name change revision by TCC Board of Directors, April 3,  
2018 Revision approved by TCC Board, August 23, 2018