



<b>CHAPTER 2</b>	<b>SECTION NO.</b>
College Personnel – Personnel General	2.13
<b>REFERENCE</b>	<i>Adopted: October 12, 2010</i>
2.13.14 Harassment/Discrimination	<i>Reviewed: September 14, 2010; March 13, 2012; April 10, 2018; July 14, 2020, April 8, 2025</i>
	<i>Revised: March 13, 2012; April 10, 2018; July 14, 2020; April 8, 2025</i>

Harassment or discrimination based on race, color, ancestry, sex, gender identity and gender expression, sexual orientation, religion, national origin, age, disability, marital status, pregnancy, reproductive health decisions, family responsibilities, order of protection status, military status, unfavorable discharge from military service or any other legally protected category is strictly prohibited. Retaliation against individuals who bring complaints or provide information about prohibited harassment or discrimination is also prohibited. Appropriate preventative measures shall be used within the College to promote respect for the rights of co-workers and students. Engaging in prohibited harassment or discrimination or retaliating against anyone for bringing a complaint or providing information about prohibited harassment or discrimination, may result in discipline.

These policies apply to College personnel, as well as anyone who does business with the College (contractors, vendors, customers, etc.). All harassment and discrimination complaints relating to College employees, regardless of where reported or from whom, shall be taken seriously and assessed by the Office of Human Resources; if the Office of Human Resources is involved in the complaint, it should be reported to and assessed by the President. Sexual harassment, discrimination and misconduct complaints involving students shall be reported to the College’s Title IX Coordinators (Vice President of Student Services and Executive Director of Human Resources). More information regarding the College’s Title IX Process and Procedures can be found at <https://kish.edu/about/college-information/title-ix.php>.