

**SCHOOLCRAFT COLLEGE**  
18600 Haggerty Road, Livonia, Michigan 48152-2696

**SEXUAL HARASSMENT AND SEXUAL MISCONDUCT**

The Elliot-Larsen Civil Rights Acts (Michigan) and Title IX of the Educational Amendments of 1972, and the 1964 Civil Rights Act (Federal) prohibit discrimination because of sex in employment and in the utilization of educational facilities.

Discrimination because of sex includes acts of sexual harassment or sexual violence. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct or communication of a sexual nature when:

1. Submission to such conduct or communication is made a term or condition, either explicitly or implicitly, to obtain employment, public accommodations or public services, education or housing.
2. Submission to or rejection of such conduct or communication by an individual is used as a factor in decisions affecting such individual's employment, public accommodations or public services, education or housing.
3. Such conduct or communication has the purpose or effect of unreasonably interfering with an individual's employment, public accommodations or public services, education, or housing, or creating an intimidating, hostile, or offensive employment, public accommodations, public services, educational, or housing environment.

Sexual misconduct/violence is defined as sexual activity where consent is not obtained or freely given. Any employee or student who believes that he or she has been the subject of sexual harassment/misconduct, or witnessed sexual harassment/misconduct, shall report the alleged charge immediately..

Schoolcraft College will take immediate and appropriate action in response to reports of sexual harassment/misconduct and will make every effort to take immediate steps to end the sexual harassment/misconduct, prevent its recurrence, and address its effects.

Offenders who violate the College's policies on sexual harassment/misconduct will be subject to disciplinary action in accordance with College policy.

Approved—Cabinet  
June 9, 1993  
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