






Table of Current Harassment, Intimidation, and Bullying Policies at the Community and Technical Colleges

COLLEGE AND CONTACT	CLARIFICATION	POLICY
<p>1. Bates Technical College Ivan Gorne Vice President for Student Services Phone: (253) 680-7005 Email: igorner@bates.ctc.edu</p>		<p>Board Policy: Harassment Free Environment Policy Statement It is the College's intent to provide a working and learning environment free from all unlawful or inappropriate verbal, physical, and visual forms of harassment, discrimination and retaliation. The College expects its employees to accomplish their work in a respectful, professional manner at all times. The College also expects its students to participate in the learning process in a respectful, professional manner at all times. Offensive or inappropriate behavior will not be condoned. Employees and students must, therefore, avoid any action(s) or conduct that could be viewed as harassment, discrimination, and/or retaliation. Every employee and student is responsible for supporting this commitment.</p> <p>Zero Tolerance The College supports a zero tolerance approach to any form of harassment, retaliation and/or discrimination of employees or students by other employees, students, vendors, volunteers, visitors, interns, work study students, or other persons, who for any reason, are on the premises of Bates Technical College. Harassment or discrimination based on gender, sexual orientation, religion, age, race, ethnicity, disability or any other protected class established by law is unlawful and subject to immediate corrective action up to and including termination. Further violation of Personnel Policy 303.1.A, Affirmative Action, the principles of affirmative action and equal opportunity employment and B., Sexual Harassment will not be tolerated and consequences may include disciplinary action, including termination.</p> <p>This policy includes affirmative action plan, non-discrimination, equal pay, Title IX, Nepotism, Disabled and Vietnam Era Veterans, Non-Discrimination of Persons of Disability; and Age.</p> <p>Reporting Employees and/or students are encouraged to report all incidents of harassment, discrimination or retaliation as promptly as possible. Violations of this policy may be reported to an employee's immediate supervisor, anyone in the supervisor's chain of support, or to Human</p>

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	<p>Bates Technical College (cont.)</p>		<p>Resources. Anyone may speak to the Vice President of Human Resources confidentially without filing a complaint. Students may file complaints with their instructor, anyone in their instructor's chain of support, or through the Vice President of Student Services. Procedures for reporting/filing a complaint are available in the Human Resources Office and further define/clarify harassment, discrimination, and retaliation.</p> <p><i>From Student Rights and Responsibilities Handbook:</i> Policy Prohibiting Hazing Hazing is prohibited at Bates. Consistent with state law, hazing at Bates means any methods of initiation into a student organization or living group, or any pastime or amusement engaged in that causes or is likely to cause bodily danger, physical harm, or mental or emotional harm. Examples of prohibited activities, regardless of the location, include but are not limited to: forced consumption of alcohol or drugs, excessive exercise, activities that may threaten an individual's health, or compelling individuals to engage in activities which violate Bates' Student Code of Rights and Responsibilities.</p> <p>(19) Any repeated intentional conduct directed at another student or employee that has the purpose or effect of creating a hostile, intimidating or disruptive learning or working environment.</p> <p>(20) Hazing in any form as described in RCW 28B.10.900.</p>
2.	<p>Bellevue College 3000 Landerholm Circle SE Bellevue, WA 98007-6484 Phone: (425) 564-1000</p>	<p>From their website</p>	<ul style="list-style-type: none"> • Student Handbook free of sexual <i>harassment</i>. Sexual <i>harassment</i> is a form of sex discrimination. Often, sexual <i>harassment</i> involves relationships of unequal power, and contains elements of coercion— http://bellevuecollege.edu/stupro/handbook/policies/programs17.html • 1440 Prevention of Discrimination, Harassment and Retaliation, Bellevue College Policies and Procedures discrimination, <i>harassment</i>, or retaliation. discrimination or <i>harassment</i>, or who participates in an investigation of a claim of discrimination, <i>harassment</i> or retaliation is subject to appropriate corrective or disciplinary action http://bellevuecollege.edu/policies/1/1440_prevention_of_discriminati

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<p>Bellevue College (cont.)</p>		<p>on_<i>harassment</i>_and_<i>retaliation</i>.asp</p> <ul style="list-style-type: none"> • Policies and Procedures at Bellevue College 1440 Prevention of Discrimination, <i>Harassment</i> and Retaliation http://bellevuecollege.edu/policies • common concerns addressed by the ombuds office Skip to content Ombuds Office Home Services Guiding Principles Common Concerns and Actions Your Rights Complaint Procedures http://bellevuecollege.edu/ombuds/commonconcerns.html • Pluralism & Diversity at Bellevue College free from <i>harassment</i> and discrimination. http://bellevuecollege.edu/about/college/pluralism • Affirmation of Inclusion at Bellevue College college, free from <i>harassment</i> and discrimination. http://bellevuecollege.edu/about/college/inclusion • Public Disclosure - Bellevue College free from <i>harassment</i> and discrimination. http://bellevuecollege.edu/publicdisclosure.asp
<p>3. Bellingham Technical College Richard L. (Deacon) Meier, Ed. D. Vice President of Student Services Phone: (360) 752-8440 Email: dmeier@btc.ctc.edu</p>	<p>Although no specific mention of bullying, BTC has an HR policy on harassment, as well as language on harassment and intimidation in the <i>Campus Code of Conduct</i>.</p>	<p>BTC HUMAN RESOURCES (INCLUDED IN BTC COLLEGE CATALOG): Bellingham Technical College, as a place of work and study for all members of its community, will be free of all forms of ethnic, religious, or sexual harassment, intimidation, or exploitation. Any student who is subjected to offensive behavior is encouraged to pursue the matter in accordance with the Sexual Harassment Policy by contacting the Affirmative Action Officer in the College’s Human Resources Office at [telephone]. Sexual harassment complaints are treated as sexual discrimination complaints under state and federal regulations. Complaints are confidential.</p> <p>BTC CAMPUS CODE OF CONDUCT EXCERPTS FROM WAC 495B-120-040 / STUDENT MISCONDUCT:</p> <p>(3) Engaging in lewd, indecent, or obscene behavior;</p> <p>(4) Presenting an imminent danger to staff, other students, or</p>

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<p>Bellingham Technical College (cont.)</p>		<p>community members in college facilities on or off campus or while attending a college-sponsored event on or off campus;</p> <p>(13) Engaging in unwelcome sexual advances, requests for sexual favors, and/or any other verbal or physical conduct of a sexual nature where such behavior offends the recipient, causes discomfort or humiliation, or interferes with job or school performance;</p> <p>(14) Assault on, reckless endangerment of, intimidation of, or interference with another person;</p> <p>(15) Disorderly, abusive, or bothersome conduct. Disorderly or abusive behavior that interferes with the rights of others or obstructs or disrupts teaching, research, or administrative functions;</p> <p>(17) Malicious harassment. Malicious harassment involves intimidation or bothersome behavior directed toward another person because of or related to that person's race, color, religion, gender, sexual orientation, ancestry, national origin, or mental, physical, or sensory disability;</p>
<p>4. Big Bend Community College Bob Mohrbacher VP of Instruction & Students Services Phone: (509) 793 2055 Email: bobm@bigbend.edu</p>	<p>Big Bend has policies on hazing and harassment (none of them specifically mention the word "bullying"). I am attaching copies of the relevant Admin Procedures and Board Policies, as well as an excerpt from our Student Code of Conduct relevant to harassment and intimidation.</p>	<div style="display: flex; justify-content: space-around; align-items: flex-start;"> <div style="text-align: center;">  BBCC Code of Student Rights and Re </div> <div style="text-align: center;">  BP6120.doc </div> <div style="text-align: center;">  BP6115.DOC </div> <div style="text-align: center;">  AP6115.DISCRIM-1.doc </div> </div> <div style="margin-top: 10px; text-align: center;">  AP6120.HAZ.rtf </div> <p>BBCC Code of Student Rights and Responsibilities Student Code of Conduct Violations Any student shall be subject to immediate disciplinary action provided for in Code Procedures and Summary Suspension Rules who, either as a principal actor, aider or abettor:</p> <ol style="list-style-type: none"> 1. Materially and substantially interferes with the personal rights or privileges of others or the educational process of the college. 2. Violates any provisions of the Code of Student Rights and Responsibilities. 3. Commits any of the following acts which are hereby prohibited: <p>c. Conduct which intentionally and substantially obstructs or</p>


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<p>Big Bend Community College (cont.)</p>		<p>disrupts freedom of movement, teaching, research administration, disciplinary proceedings or other lawful activities on the college campus. Said conduct may be defined as:</p> <p>1) Behavior that involves an expressed or an implied threat to interfere with an individual’s personal safety, academic efforts, employment, or participation in college activities and causes the person to have a reasonable apprehension that such interference is about to occur;</p> <p>2) Threat to cause bodily harm at present or in the future to any person, or to cause physical damage to another’s property, or to maliciously do any act which is intended to substantially harm another person’s physical or mental health or safety;</p> <p>3) Intentional and repeated following or contacting another person in a manner that intimidates, harasses or places another in fear for his or her personal safety or the safety of his or her property.</p> <p>d. Physical abuse of any person or conduct which is intended unlawfully to threaten imminent bodily harm or to endanger the physical or mental health and safety of any person on college owned or controlled property or at college-sponsored or supervised functions.</p> <p>e. All forms of sexual misconduct, which includes sexual harassment, sexual intimidation, sexual coercion, sexual assault and rape.</p> <p>f. All forms of hazing which endangers, or is likely to endanger, the mental or physical health or safety of a student, or which destroys or removes public or private property, for the purpose of admission into, affiliation with or as a condition for continued membership in a group or college organization.</p>
<p>5. Cascadia Community College Sara L. “Sunny” Burns VP for Student Learning and Success Phone: (425) 739-8185 Email: sunny.burns@lwtc.edu</p>	<p>Cascadia does not have a separate policy or procedure on bullying.</p>	<p>Cascadia does not have a separate policy or procedure on bullying. However, WAC 132Z-115-090 covering Cascadia’s code of conduct does list:</p> <p>(2) Assault, physical abuse, verbal abuse, threat(s), intimidation, harassment, or other conduct which harms, threatens, or is reasonably perceived as threatening the health or safety of any student, any college officer or employee, or any other person who is on college property or is participating in a college activity.</p> <p>This should cover all forms of bullying. Anyone who engages in the above behavior is subject to disciplinary action</p>

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6.	<p>Centralia College Michael J. Grubiak, Ed.D. VP for Student Services Phone: (360) 736-9391 x267 Email: mgrubiak@centralia.edu</p>		<p>For Centralia College: WAC Section on point for HB1163 purposes:</p> <p>WAC 132L-120-080 Student Responsibilities</p> <p>Students are expected to obey all College rules and regulations and obey the law. Any student shall be subject to disciplinary action as provided for in this code who, either as a principal actor, aider, abettor, or accomplice violates any local, State or Federal law, interferes with the personal rights or privileges of others or the educational process of the College; violates any provision of this code; or commits any of the following prohibited actions. The standard of conduct as listed below should be interpreted by students as general notice of prohibited conduct. They should be read broadly, and are not designed to define misconduct in exhaustive terms:</p> <p>(a) Assault, intimidation, or interference.</p> <p>(b) Disorderly, disruptive, or abusive, conduct: Disorderly, disruptive, or abusive behavior that interferes with the rights of others or which obstructs or disrupts teaching, learning, research, or administrative functions. Such conduct includes, but is not limited to: interference with any speaker or audience; blocking or impeding pedestrian or vehicular traffic; blocking access to or from campus buildings or offices; and activities of observers or participants that disrupt classes, meetings, office or business activities, or any other normal functions of the College.</p> <p>(g) Sexual harassment: Engaging in unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature or because of the sex of the recipient, where such behavior offends the recipient or a third party, causes discomfort or humiliation, creates an intimidating, offensive or hostile work or classroom environment that interferes with job or school performance.</p> <p>(h) Racial harassment: Engaging in verbal, written, or physical conduct relating to a person’s race or color when the harassing conduct is sufficiently severe, persistent or pervasive that it affects a person’s ability to participate in or benefit from an educational program or activity or creates an intimidating, threatening, abusive or otherwise hostile educational or work environment; or the harassing conduct has the purpose or effect of substantially or unreasonably interfering with a</p>






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<p>Centralia College (cont.)</p>		<p>person’s academic or work performance; or the harassing conduct otherwise adversely affects an individual’s learning opportunities or employment opportunities. A hostile environment may be created by behaviors such as, but not necessarily limited to:</p> <ul style="list-style-type: none"> (i) Intimidation and implied or overt threats of physical violence motivated by race, color or national origin; (ii) Physical acts of aggression or assault upon another, or damage to another’s property that is motivated by the individual’s race, color, or national origin; (iii) Depending on the circumstances and context, demeaning racial jokes, taunting, racial slurs and derogatory racial “nicknames,” innuendoes, or other negative or derogatory remarks of a racial nature or relating to national origin; (iv) Depending on the circumstances and context, graffiti and/or slogans or visual displays such as cartoons or posters depicting racial/ethnic slurs or racially/ethnically derogatory sentiments; (v) Criminal offenses directed at persons because of their race or national origin. <p>(j) Intimidation of witnesses: Threatening or otherwise placing undue emotional pressure on any witness or potential witness during an investigation or informal or formal College hearing.</p> <p>(l) Sexual assault: Any type of sexual assault in any form, including acquaintance rape and other forced and/or non-consensual sexual activity.</p> <p>(m) Physical or emotional abuse: Actual or attempted physical or emotional abuse of any person or conduct which threatens or endangers the health and safety of any person or which intentionally or recklessly causes a reasonable apprehension of harm to any person.</p> <p>(n) Harassment: Behavior of any sort or any malicious act which serves no legitimate or legal purpose which causes harm to any person’s physical or mental well-being. Includes intentionally and repeatedly following or contacting another person by any means in a manner that alarms, annoys, intimidates, harasses, causes substantial emotional distress, causes fear for</p>

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<p>Centralia College (cont.)</p>		<p>personal safety or property, or is detrimental to that person or that would cause any of these reactions in a reasonable person. A warning that the behavior is unwanted is not required if a reasonable person would have known that the behavior in question was more likely than not to result in any of the above reactions in another reasonable person and no legitimate or legal purpose is evident.</p> <p>(o) Threat: Conduct intended to threaten bodily harm, damage to property, or to endanger the health or safety of any person on the College campus. Includes behavior that involves an expressed or implied threat to interfere with an individual’s personal safety, academic efforts, employment, or participation in College activities and causes the person to have a reasonable apprehension that such interference is about to occur.</p> <p>(y) Computer, telephone, or electronic technology violation: Conduct that violates College published policies on computer, telephone, or electronic technology use. This includes the use of any College computer, computer system, telephone system, information system, or other electronic technology to violate any local, State, or Federal law.</p> <p>(hh) Hazing: Conspiracy to engage in hazing or participation in hazing another. Hazing shall include any method of initiation into a student organization or living group, or any pastime or amusement engaged in with respect to such an organization or living group, that causes, or is likely to cause, bodily danger or physical harm, or serious mental or emotional harm to any student or other person attending Centralia College. Consent is no defense to hazing. The term does not include customary athletic events or other similar contests or competitions. Hazing is also a misdemeanor, punishable under state law.</p> <p>(ii) Initiation violation: Conduct associated with initiation into a student organization, association, or living group, or any pastime or amusement engaged in with respect to an organization, association or living group not amounting to a violation of under the definition of hazing. Conduct covered by this definition may include embarrassment, ridicule, sleep deprivation, verbal abuse, or personal humiliation. Consent is no defense to initiation violation.</p>

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	Centralia College (cont.)		(II) Other misconduct: Any other conduct or action in which the College can demonstrate a clear and distinct interest and which threatens the educational process or any other legitimate function of the College or the health or safety of any member of the College community or visitor.
7.	Clark College Ted J. Broussard, M.A. Dean of Student Success & Retention Phone: (360) 992-2983 Email: tbroussard@clark.edu	No, we do not have a policy or procedure on bullying. We are currently identifying a lead to chair a committee to develop one.	Our Code of Student Conduct covers harassment and intimidation: WAC 132N-121-060 Grounds for discipline: (2) Assault, physical abuse, verbal abuse, threats, intimidation, harassment, coercion, or other conduct which harms, threatens, or endangers the health or safety of any person. (15) Sexual harassment. This includes, but is not limited to, engaging in unwelcome sexual advances, requests for sexual favors, or other conduct of a sexual nature where such behavior offends the recipient or a third party, causes discomfort or humiliation, unreasonably interferes with a person's work or educational performance, or creates an intimidating, offensive, or hostile work or learning environment.
8.	Clover Park Technical College	From their website	Student Code of Conduct in Student Handbook http://www.cptc.edu/pdfs/student_handbook.pdf
9.	Columbia Basin College Maddy Jeffs, Ph.D. VP for Student Services Phone: (509) 547-0511 x2765 Email: mjeffs@columbiabasin.edu	Like many of our peer colleges, Columbia Basin College does not have a specific policy on bullying prevention. However, we have a number of policies that address harassment and intimidation which we believe include bullying behavior. Please let me know if you need additional information or have questions.	These policies include the following which can all be found on our website: <ul style="list-style-type: none"> • Dignity (Administrative Policy 3-160) (www.columbiabasin.edu/docs/dignity_3-160.pdf) • Diversity (Administrative Policy 3-150) (www.columbiabasin.edu/docs/diversity_3-150.pdf) • Prevention of Harassment and Discrimination (Administrative Policy 3-140) (http://www.columbiabasin.edu/docs/1337548122005prevention_of_harassment.pdf) • Equal Employment Opportunity & Affirmative Action (Administrative Policy 3-120) (www.columbiabasin.edu/docs/affirmative_action.pdf) • Acceptable Use of Information Technology Resources (www.columbiabasin.edu/docs/admin_acceptable-use-of-it-resources.pdf) • Non-Discrimination & Disability (www.columbiabasin.edu/home/index.asp?page=482)

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<p>Columbia Basin College (cont.)</p>		<ul style="list-style-type: none"> • Student Rights and Responsibilities (WAC 132S-40-350) (www.columbiabasin.edu/home/index.asp?page=358) <ul style="list-style-type: none"> o Abusive conduct o Discrimination o Hazing o Misuse of Equipment and Technology o Procedure for Addressing Student Complaints (WAC 132S-40-420)
<p>10. Edmonds Community College George Smith VP for Student Services Phone: (425) 640-1668 Email: gsmith@email.edcc.edu</p>	<p>Edmonds does not have a policy on bullying.</p> <p>Edmonds does have policies on Sexual Harassment, Guidelines for Student Conduct, Student Complaint Procedures, Complaints Regarding Discrimination or Sexual Harassment</p>	 <p>Sexual Harassment.doc</p> <p>Sexual Harassment (Refer to Policy C 6.3.106)</p> <p>As a place of work and study for staff, faculty, and students, the college will not tolerate sexual harassment, intimidation, or exploitation in any form. Anyone subjected to acts of discrimination or harassment is encouraged to contact the college's Human Resources Office.</p> <p>II. Guidelines for Student Conduct Refer to Policy 5.1.500 or WAC 132Y-125-004)</p> <p>D. Physical and/or verbal abuse of any person on college-owned or controlled property or at college-sponsored or supervised functions, or conduct which threatens or endangers the health or safety on any such person.</p> <p>N. Hazing, whether it is physical or verbal, which interferes with the personal liberty of a fellow student, faculty member, or employee of the college.</p> <p>O. Acts or behaviors which discriminate against staff, students or the public on the basis of race, ethnic origin, sex, age, sexual orientation, or disability as described in the college's human rights policies.</p> <p>V. Student Complaint Procedures (Refer to Policy C 5.1.501 and Resolution R101)</p> <p>C. Complaints Regarding Discrimination or Sexual Harassment</p>

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	Edmonds Community College (cont.)		<p>Formal (in writing) complaints regarding alleged discrimination based on race, ethnicity, gender, age, sexual orientation, marital status or veteran's status and/or sexual or racial harassment should be presented to the Vice President of Human Resources, the college's Civil Rights Officer.</p> <p>Informal complaints based on alleged discrimination may be presented to any appropriate college administrative official. With informal complaints, the administrative official receiving the complaint must contact the Vice President of Human Resources, or designee, within three days of receipt of the complaint so that an investigation process can be started in accordance with the appropriate college policies.</p>
11.	<p>Everett Community College Sandra A. Fowler-Hill Ed.D. VP of Instruction & Student Services Phone: (425) 388-9216 Email: sfowler-hill@everettcc.edu</p>	<p>We don't have a specific policy or conduct code on bullying. However, we do include "intimidation" and "harassment" in two conduct codes:</p>	<p>3(d) Verbal abuse, physical abuse, sexual misconduct, sexual harassment, sexual assault, reckless endangerment, intimidation, or interference of another person in the college community on college owned or controlled property or at functions sponsored or supervised by the college or its student organizations/clubs.</p> <p>3(e) Unlawful discrimination including hate crimes and/or bias incidents. A hate crime includes but is not limited to a criminal offense committed against a person who is motivated, in whole or part, by the offender's bias against a race, religion, disability, age, status, ethnicity, national origin, sex, or sexual orientation. A bias incident includes but is not limited to an act of conduct, speech, or expression to which a bias motive is evident as a contributing factor, such as racist leaflets or offensive printed materials that exhibit a bias against a race, religion, disability, age, status ethnicity, national origin, sex or sexual orientation; verbal, written, cyber/electronic, or physical contact resulting or intending to result in intimidation, harassment, fear, personal assault and/or other violence.</p>
12.	<p>Grays Harbor College Arlene Torgerson VP for Student Services & Bishop Center Manager Phone: (360) 538-4067 Email: atorgers@ghc.edu</p>	<p>Grays Harbor College has no policy or procedure on bullying.</p>	

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<p>13. Green River Community College Deborah Casey VP of Student Services Phone: (253) 288-3328 Email: dcasey@greenriver.edu</p>	<p>Attached Sexual Assault Policy and Non-Discrimination Policy as well as a few others linked to harassment...</p> <p>Here's what I could find online...</p>	<div style="display: flex; justify-content: space-around; align-items: flex-start;"> <div style="text-align: center;">  HR30-Domestic-Violence.pdf </div> <div style="text-align: center;">  SS24-Student-Acceptable-Computer-Use-0;ptable-use-tech-data. </div> <div style="text-align: center;">  GA24-employee-accept </div> <div style="text-align: center;">  SS19_Sexual_Assault_031208.pdf </div> </div> <div style="margin-top: 10px;">  HR22_Nondiscrimination_Policies_Discrimination </div> <p>WAC 132J-125-125 Interference -- Intimidation. Any student who, while in any college facility or participating in a college-related program, shall interfere by force or violence with, or intimidate by threat of force or violence, another person who is in the peaceful discharge or conduct of his/her duties or studies, in the manner prohibited by RCW 28B.10.570 or 28B.10.571, shall be subject to discipline.</p> <p>WAC 132J-125-135 Sexual harassment. Any student who, while in any college facility or participating in a college-related program, knowingly engages in unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, where such behavior offends the recipient, causes discomfort or humiliation, or interferes with job or academic performance, shall be subject to discipline.</p> <p>WAC 132J-125-155 Other punishable acts. Any student who, while in any college facility or participating in a college-related program, commits any other act which is a crime under the laws of the state of Washington or the United States and which act does not otherwise violate a rule of student conduct, shall be subject to discipline.</p>
<p>14. Lake Washington Institute of Technology Dr. Ruby Hayden Interim Dean of Students Phone: (425) 739-8208 Email: ruby.hayden@lwtc.edu</p>	<p>Yes, we have relevant policies published in our student handbook:</p>	<p>Harassment</p> <p>Harassment is unacceptable, discriminatory, and against the law. It is defined as unwelcome verbal or physical advances, or any other conduct or behavior in which the intent or effect is to create an intimidating, hostile, or offensive environment. It will not be tolerated on campus or at any off-campus events. If a student feels they have been subjected to such behavior, they should report it to the college's affirmative action officer who is the Director of Human Resources. Students concerns will be promptly investigated. Students will not suffer retaliation from reporting such concerns. The college strictly forbids harassment based on other types</p>

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<p>Lake Washington Institute of Technology (cont.)</p>		<p>of unlawful discrimination such as race, creed, color, national origin, sex, marital status, sexual orientation, age, religion, disability, or veteran status. (pp 40-41 of the Student Handbook)</p> <p>Hazing Prohibited 7.P.73 WAC 495D-121-150</p> <ol style="list-style-type: none"> 1. Hazing is prohibited. 2. Hazing means any method of initiation into a student organization or living group or any pastime or amusement engaged in with respect to such an organization or living group that causes, or is likely to cause, bodily danger or physical harm, or serious mental or emotional harm, to any student or other person attending any institution of higher education or post-secondary institution. 3. Penalties <ol style="list-style-type: none"> a. Any student organization, association or club that knowingly permits hazing shall: <ol style="list-style-type: none"> i. Be liable for harm caused to persons or property resulting from hazing; and ii. Be denied recognition by Lake Washington Institute of Technology as an official organization, association, or club on this campus. If the organization, association, or club is a corporation, whether for profit or non-profit, the individual directors of the corporation may be held individually liable for damages. b. A person who participates in the hazing of another shall forfeit any entitlement to state-funded grants, scholarships, or awards for a period of one year. c. Forfeiture of state-funded grants, scholarships, or awards may include permanent forfeiture, based upon the seriousness of the violations. d. The Student Conduct Code may be applicable to hazing violations. e. Hazing violations are also misdemeanors punishable under state criminal law according to RCW 9A.20.021.

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<p>Lake Washington Institute of Technology (cont.)</p>		<p>4. Sanctions for Impermissible Conduct Not Amounting to Hazing.</p> <ul style="list-style-type: none"> a. Impermissible conduct associated with initiation into a student organization or club or any pastime or amusement engaged in, with respect to the organization or club, will not be tolerated. b. Impermissible conduct, which does not amount to hazing, may include conduct that causes embarrassment, sleep deprivation or personal humiliation, or may include ridicule or unprotected speech amounting to verbal abuse. c. Impermissible conduct not amounting to hazing is subject to any sanctions available under the Student Conduct Code, depending upon the seriousness of the violation. (pp 54-55 of the student handbook) <p>Student Misconduct 7.P.75 WAC 495D-121-160</p> <p>Disciplinary action may be taken for a violation of any provision of this student code, for a violation of other college rules, which may from time to time be properly adopted, or for any of the following types of misconduct:</p> <p>12. Harassment, including conduct physical, verbal, graphic, written, or electronic that is sufficiently severe, pervasive or persistent so as to threaten an individual or limit the ability of an individual to work, study or participate in the activities of the college;</p> <p>19. Physical abuse, including attempting or causing injury to an individual. Causing or threatening physical contact with another when the person knows or should reasonably believe that the other will regard the contact or threat as offensive or provocative;</p> <p>24. Stalking, including any repeated conduct directed specifically at another person that causes that person or a member of that person’s family or household to fear for his/her safety. Such conduct includes following another person and acts that threaten or intimidate another person through fear of bodily injury or death of self or members of that person’s family or household or an offense being committed against that person’s property; (pp. 55-58 of the Student Handbook)</p>


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<p>15. Lower Columbia College Lisa Matye Edwards, PhD VP for Student Success Phone: (360) 442-2300 Email: lmatyeedwards@lowercolumbia.edu</p>	<p>LCC does NOT have a separate policy on bullying, but does have intimidation and harassment policies. Bullying falls under intimidation under our policy.</p>	<p>http://apps.leg.wa.gov/WAC/default.aspx?cite=132M-121-058 WAC 132M-121-058 Interference — Intimidation — Physical abuse — Verbal abuse — Threats — Harassment — Stalking. Any student who, while in any college facility or participating in a college-related program, shall interfere by force or violence with, or intimidate by threat of force or violence, or verbally abuse; verbally threaten, physically abuse or harass another person who is in the peaceful discharge or conduct of his/her duties or studies, shall be subject to discipline. Any student who stalks another person, defined as the willful malicious and/or repeated following or contact of another person with the reasonable intent of creating fear or emotional distress, and/or the making of a threat with the intent to place that person in reasonable fear of death or bodily harm, shall be subject to discipline.</p>
<p>16. Pierce College District Nancy Houck Director of Student Success Phone: (253) 964-6581 Email: nhouck@pierce.ctc.edu</p>	<p>Pierce College does not have a policy or procedure on bullying, per se. I am including our sexual harassment and hazing policy and reference our Code of Conduct, rules and regulations (related to intimidation/harassment)</p>	<p>Title: Preventing Sexual Harassment Policy Status: Approved 7/10/02 Date: Revised 5/21/02 Number: 1.17.0000 Policy The Pierce College District (hereinafter Pierce College) supports the dignity and worth of each member of its community and is committed to maintaining an environment free from discrimination, including sexual harassment. This commitment applies to all levels and areas of District operations and programs, to students, faculty, staff, and all other personnel and is intended to ensure that all employees and students are provided equitable opportunities to realize their goals and to function effectively within the Pierce College environment. This commitment also includes continuing to publicize the procedures in place to handle complaints and to train supervisors and staff about preventing and responding to sexual harassment. Sexual harassment, whether verbal, physical or environmental, is unacceptable, prohibited by law, and will not be tolerated. Retaliation against employees, students, or others reporting sexual harassment is</p>




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<p>Pierce College District (cont.)</p>		<p>prohibited. Violators of this policy shall be subject to appropriate sanctions.</p> <p>Any supervisor or administrator who believes that sexual harassment may be occurring is required to report the suspected conduct to the appropriate human resources personnel or other management employee. This policy requires prompt and effective action to be taken to prevent further occurrences of sexual harassment.</p> <p>Scope</p> <p>This policy applies to all employees in faculty, administrative exempt, and staff positions whether full-time or part-time, and to all students.</p> <p>Complaints by Third Parties: Third parties, who are neither Pierce College District employees nor students, but believe they have been subjected to sexually harassing conduct involving a Pierce College employee or student while at a Pierce College campus or educational site, should be directed to contact the Vice President for Human Resources.</p> <p>Complaints about Third Parties: Allegations of sexual harassment by a third party doing business at any Pierce College educational site should be reported by employees to their supervisor or and reported by a student to the Office of the Vice President for Learning and Student Success (Pierce College Puyallup or Pierce College Fort Steilacoom) or to the site Directors at other locations.</p> <p>This policy is not intended to limit intellectual inquiry or artistic expression, nor is it intended to restrict course content or department activities.</p> <p>Definition of Sexual Harassment:</p> <p>For purposes of this policy, sexual harassment is defined as any unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature, when:</p> <p>Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or education progress;</p> <p>Submission to or rejection of such conduct is used as the basis for academic or employment decisions affecting that individual;</p> <p>Such recurring conduct has the purpose or effect of unreasonably</p>



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<p>Pierce College District (cont.)</p>		<p>interfering with an individual's work performance or educational experience, or creates an intimidating, hostile, or offensive work or educational environment.</p> <p>In the context of the definition above, kinds of conduct that may lead to allegations of sexual harassment include:</p> <p>Verbal (spoken or written words): sexual innuendoes, suggestive or insulting comments or sounds, jokes or teasing of a sexual nature, sexual propositions or threats, verbal commentary about an individual's body, sexual prowess or sexual deficiencies, comments consistently targeted at only one gender, even if the content is not sexual, continuing to express personal interest after being informed the interest is unwelcome.</p> <p>Visual: sexually suggestive objects, pictures, emails, or letters; leering, whistling, or obscene gestures; derogatory or sexual posters, photographs, cartoons, drawings or gestures or other displays of sexually suggestive objects or pictures.</p> <p>Physical: unwanted physical contact, including touching, pinching, brushing the body, impeding or blocking movement, coerced sexual acts or assault.</p> <p>Student Rights/Responsibilities/Code of Conduct</p> <p>WAC 132K-126</p> <p>WAC 132K-126-190 Rules and regulations Any student found to have committed, aided, or abetted others to commit any of the following violations is subject to the disciplinary action outlined in this chapter: (2) Assault, reckless endangerment, intimidation, physical abuse, harassment, coercion and/or other conduct which threatens or endangers the health and safety of any person.</p> <p>WAC 132K-126-210 Hazing policy.</p> <ol style="list-style-type: none"> 1. Hazing is prohibited. 2. Penalties. <ol style="list-style-type: none"> a. Any organization, association or student living group that knowingly permits hazing shall: <ol style="list-style-type: none"> i. Be liable for harm caused to persons or property resulting from

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<p>Pierce College District (cont.)</p>		<p>hazing; and</p> <ul style="list-style-type: none"> ii. Be denied recognition by Pierce College as an official organization, association, or student living group on this campus. If the organization, association or student living group is a corporation, whether for profit or nonprofit, the individual directors of the corporation may be held individually liable for damages. <ul style="list-style-type: none"> b. A person who participates or conspires to participate in the hazing of another shall forfeit any entitlement to state-funded grants, scholarships, or awards for a period of not less than one quarter and up to permanent forfeiture. c. An act of hazing, in addition to violating this policy, may constitute a violation of the student code of conduct. WAC 132K-126-190(2) assault, reckless endangerment, etc. These offenses are subject to disciplinary action. d. Hazing violations are also misdemeanors punishable under state criminal law according to RCW 9A.20.021. <p>3. Sanctions for impermissible conduct not amounting to hazing.</p> <ul style="list-style-type: none"> a. Impermissible conduct associated with initiation into a student organization or living group or any pastime or amusement engaged in, with respect to the organization or living group, shall not be tolerated. b. Impermissible conduct which does not amount to hazing may include conduct which causes embarrassment, sleep deprivation or personal humiliation, or may include ridicule or unprotected speech amounting to verbal abuse. c. Impermissible conduct not amounting to hazing is subject to any sanction available under the student code of conduct, depending upon the seriousness of the violation.
<p>17. Seattle Community College District (Central, South and North) Marci Myer Interim VP and Dean of Student Development Services Phone: (206) 934-3669 Email: marci.myer@seattlecolleges.edu</p>	<p>I am sending you the wording that the Seattle Community College District (Central, South and North) is proposing to incorporate into our WACs. We are currently in the process of reviewing both our conduct</p>	<p>(1) Bullying is defined as the repeated use by one or more students of a written, verbal or electronic expression or a physical act or gesture or any combination thereof, directed at another student or staff (hereinafter referred to as "student") that: (i) intentionally causes physical or emotional imminent harm to the student or damage to the student's property; (ii) places the student in reasonable fear of harm to herself or himself or of damage to the student's property; (iii) creates an unlawful hostile environment at school for the student; (iv) infringes on the rights of the</p>

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<p>Seattle Community College District (cont.)</p>	<p>and complaint WACs and hope to bring that forward to our board yet this fall. This first part is included with our 'definitions'. We will also add the term "bullying" to one of our specific misconduct items "Assault, physical abuse, verbal abuse, threat(s), intimidation, harassment, bullying, or other conduct which....."</p>	<p>student at the district; or (v) is conduct that is sufficiently severe or pervasive to cause material disruption to the ability of a student to participate or benefit in the education program.</p> <p>(2) Cyber-bullying is defined as bullying through the use of technology or any electronic communication, which shall include, but shall not be limited to, any transfer of signs, signals, writing, images, sounds, data or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic, photo electronic or photo optical system, including, but not limited to, electronic mail, internet communications, instant messages or facsimile communications. Cyber-bullying shall also include (i) the creation of a web page or blog in which the creator posted content or messages, if the creation or impersonation creates any of the conditions constituting bullying in the Student Conduct Code. Cyber-bullying shall also include the distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons, if the distribution or posting creates any of the conditions constituting bullying in the Student Conduct Code.</p>
<p>18. Skagit Valley College David Paul, Ph.D. Dean of Student Services Phone: (360) 416-7633 Email: dave.paul@skagit.edu</p>		<p>While it does not call it bullying, our code of conduct prohibits bullying behavior including: "Assault, reckless endangerment, physical abuse, harassment, coercion and/or other conduct which threatens or endangers the health or safety of any person."</p> <p>"Disorderly, lewd, indecent or other behavior which breaches the peace, interferes with the rights of others or which obstructs or disrupts teaching, research, administrative functions or other college-authorized activities." And "Violation of federal, state or local law on college premises or at college-sponsored or supervised activities."</p>
<p>19. South Puget Sound Community College Dr. Rhonda Quash Coats VP for Student Services Phone: (360) 596-5230 Email: rcoats@spscc.ctc.edu</p>		<p>The Board of Trustees has a policy on harassment. We currently have harassment also in our Student Code of Rights and Responsibilities and we are adding Hazing and Initiations this year. Our code is a WAC and our Board will have a public hearing on the proposed WAC in November. We view bullying as harassment.</p>

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<p>20. Spokane Community College Terri M. McKenzie, Ph.D. VP Student and Instructional Services Phone: (509) 533-7015 Email: tmckenzie@scc.spokane.edu</p>	<p>We do not have a policy or procedure on bullying. However we do have the following policies in our code of conduct:</p>	<p>WAC 132Q-30-246 Harassment. Conduct by any means that is sufficiently severe, pervasive or persistent, and objectively offensive so as to threaten an individual or limit the individual's ability to work, study, or participate in the activities of the college.</p> <p>WAC 132Q-30-218 Hazing. (1) Conspiring to engage in hazing or participating in hazing of another. (a) Hazing means any activity expected of someone joining a group (or maintaining full status in a group) that causes or is likely to cause a risk of mental, emotional and/or physical harm, regardless of the person's willingness to participate. (b) Hazing activities may include the following: Abuse of alcohol during new member activities; striking another person whether by use of any object or one's body; creation of excessive fatigue; physical and/or psychological shock; and morally degrading or humiliating games or activities that create a risk of bodily, emotional, or mental harm. (c) Hazing does not include practice, training, conditioning and eligibility requirements for customary athletic events such as intramural or club sports and intercollegiate athletics, or other similar contests or competitions, but gratuitous hazing activities occurring as part of such customary athletic event or contest are prohibited.</p> <p>(2) Washington state law prohibits hazing which may subject violators to criminal prosecution under RCW 28B.10.901.</p> <p>(3) Washington state law (RCW 28B.10.901) provides sanctions for hazing.</p>
<p>21. Community Colleges of Spokane Colleen Case Admin. Asst. and Running Start, Chancellor's Office & District Academic Svcs. Phone: (509) 434-5060 E-mail: ccase@ccs.spokane.edu</p>	<p>Attached is the Community Colleges of Spokane CCS Administrative Procedure 3.30.01-A Non-discrimination / Anti-harassment.</p>	<p> CCS Administrative Procedure.pdf</p> <p>CCS Administrative Procedure 3.30.01-A Non-discrimination / Anti-harassment Implementing Board Policy <u>3.30.01</u> Contact: District Academic Services Officer, 434-5060</p>

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<p>Community Colleges of Spokane (cont.)</p>		<p>1.0 Purpose Community Colleges of Spokane promotes collegiality based on a belief in human rights and the dignity of each individual. Students shall be provided an environment free from any form of discrimination or harassment directed to any individual or group on the basis of race, color, sex, religion, creed, age, marital status, national origin, sexual orientation, disability, or veteran status that is severe, pervasive or persistent, and objectively offensive so as to substantially disrupt or undermine a person’s ability to participate in or to receive benefits, services or opportunities of CCS. The purpose of this procedure is to establish the methods by which CCS will show reasonable care in the prevention of harassment and discrimination.</p> <p>2.0 Limitations and Requirements Discrimination on the basis of race, national or ethnic origin, creed, age, sex, marital status, veteran status, sexual orientation, or disability is prohibited in conformity with federal and state laws. Discrimination and harassment include conduct that:</p> <p>2.1 Is sexually or racially motivated and has the purpose or effect of unreasonably interfering with a person's work or educational performance; and/or</p> <p>2.2 Creates an intimidating, hostile, or offensive environment.</p>
<p>22. Wenatchee Valley College Kevin L Berg Financial Aid Director Phone: (509) 682-6815 Email: kberg@svc.edu</p>		<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  500.100 Standards of Employee Conduct.doc </div> <div style="text-align: center;">  000.340 Sexual Harrassment.docx </div> <div style="text-align: center;">  000.330 Nondiscrimination and </div> </div> <p>500.100 STANDARDS OF EMPLOYEE CONDUCT POLICY</p> <p>The college is governed by the provisions of Chapter 42.52 RCW; the Ethics in Public Service Act. The president is responsible for ensuring that all college employees perform their responsibilities under this act or according to college procedures established thereon.</p> <p>Wenatchee Valley College is a state agency operated in accordance with Washington state law. To protect the public interest, college employees are obligated to treat their positions as a public trust, using their official powers and duties and the resources of the college only to advance the</p>

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<p>Wenatchee Valley College (cont.)</p>		<p>public interest. This obligation requires that all employees:</p> <ul style="list-style-type: none"> A. Protect the integrity of the college by being independent and impartial in the exercise of their duties, avoiding the use of their position for personal gain or private advantage. B. Promote an environment free from fraud, abuse of authority, and misuse of public property. C. Create a work environment that is free from all forms of unlawful discrimination and harassment. D. Treat members of the campus community and the community at large with respect, concern, courtesy, and responsiveness. E. Protect confidential information to which employees have access. <p>The board of trustees directs the president to disseminate this policy and to publish the basic principles of RCW 42.52 (the Ethics in Public Service Law) to ensure that college employees are aware of their obligations under the law.</p> <p><i>Adopted by the board of trustees: 9/12/01</i></p>
<p>23. Whatcom Community College Patricia Onion VP for Educational Services Phone: (360) 383-3076 Email: ponion@whatcom.ctc.edu</p>	<p>Here's the Whatcom Policy on: Discrimination, Harassment, and Intimidation. It essentially covers bullying. In addition, the <i>WCC Student Rights and Responsibilities</i> includes harassment violations.</p>	<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  Whatcom Student Rights Responsibilities </div> <div style="text-align: center;">  Whatcom Harassment Discrimination.pdf </div> </div> <p>WAC 132U-300-010 Statement of Policy: Complaints—Discrimination and/or Harassment/Intimidation.</p> <p>WAC 132U-300-020 Complaint Procedure — Discrimination and/or harassment/intimidation.</p> <p>WAC 132U-300-010 Statement of Policy: Complaints—Discrimination and/or Harassment/Intimidation.</p> <p>(1) Whatcom Community College is covered by Title IX of the Education Amendments of 1972 prohibiting gender discrimination in education and</p>

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<p>Whatcom Community College (cont.)</p>		<p>Section 504 of the Rehabilitation Act of 1973 prohibiting discrimination on the basis of disability. It is the policy of Whatcom Community College to ensure equal opportunity without regard to gender or disability status in all areas of admission, education, application for employment, and employment. Whatcom Community College's Policy 4010, Affirmative Action/Fair Employment Practices, expands the College's obligation to include no discrimination on the basis of race, color, national origin, gender, disability, sexual orientation, religion, age (except when gender or age is a bona fide occupational qualification) or veteran status which includes Vietnam Era and/or disabled veterans in its programs, recruitments, hiring, training, retention, promotion and all other personnel actions of qualified persons. The Washington Law Against Discrimination (WLAD) RCW 49.60; Chapter 2.60.00 in the SBCTC's (State Board for Community and Technical College) Policy Manual, ADA, Title VI and VII of the Civil Rights Act of 1964, ESHB 2661 and all law and regulations affecting state employees, shall apply to employees at Whatcom Community College.</p> <p>(a) It is the policy of Whatcom Community College to provide an environment in which members of the college community can work or study free from harassment or intimidation. Harassment/Intimidation is a form of discrimination. As such harassment/intimidation is a violation of the 1964 Civil Rights Act and Title IX of the 1972 Education Amendments.</p> <p>(b) Discrimination and/or harassment/intimidation directed to any individual or group on the basis of race, color, gender, religion, creed, age, marital status, national origin, sexual orientation, disability and veteran status, or any behavior or action, either physical or verbal, which is sexual in nature and unwelcome, unwanted or uninvited, is a violation of the mission and purpose of Whatcom Community College as an institution of higher education and shall not be tolerated, and, pursuant to board policy and this procedure, shall be prohibited.</p> <p>A complaint procedure is required by Title IX of the Education Amendments of 1972 and Section 504 of the Rehabilitation Act of 1973.</p>

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<p>24. Yakima Valley Community College Leslie Blackaby Dean of Student Services Phone: (509) 574-6867 Email: lblackaby@yvcc.edu</p>	<p>Yes, Yakima Valley Community College has policies that address harassment, intimidation and bullying, however, the actual word “bullying” is not cited.</p>	<p>WAC 132P-170:</p> <ol style="list-style-type: none"> 1. Materially and substantially interferes with the personal rights or privileges of others or the educational process of the college; <ol style="list-style-type: none"> c. Conduct which intentionally and substantially obstructs or disrupts freedom of movement, teaching, research administration, disciplinary proceedings, or other lawful activities on the college campus. d. Physical abuse of any person or conduct which is intended unlawfully to threaten imminent bodily harm or to endanger the health or safety of any person on college owned or controlled property or at college sponsored or supervised functions.