



**Message from:** Linda M. Dodd, PHR  
Director of Human Resources/  
Equal Opportunity Compliance Officer

### **ANTI-HARASSMENT POLICY**

The College fosters the quality of life of the college community and will not tolerate disrespectful, disruptive, insubordinate, inappropriate, threatening, harmful, unwanted, or persistent behavior that adversely affects students, visitors, co-workers, supervisors, associates of the College, the President, Board of Trustees, or Foundation Board of Directors.

No student, employee, Trustee, Foundation Board Director, associate of the College, or any individual on College premises or at a College-related event may intentionally harass or abuse a person either physically or mentally with the purpose or effect of unreasonably interfering with an individual's academic or job performance, or create an intimidating, hostile, or offensive academic or work environment.

Consistent with the College's commitment to equal opportunity, integrity, diversity, excellence, human dignity, and mutual respect, the Anti-Harassment Policy will be consistent with the College's Nondiscrimination Policy, which includes conduct based on race, color, religious creed, ancestry, national origin, handicap or disability, age or sex.

For further information or to file a complaint contact the Director of Human Resources/Equal Opportunity Compliance Officer, by telephone at (724) 287-8711, Extension 8353, or in writing at Butler County Community College, P.O. Box 1203, Butler, PA 16003-1203.