

Sexual Harassment and Affirmative Action

Atlantic Cape Community College prohibits sexual harassment by any member of the faculty, staff, student body, independent contractors or vendors on any of the three College campuses. The policy of the College reflects a desire to create and maintain an environment for work and study that permits all employees and students the opportunity to pursue an education or career in which they can progress on their merit and ability.

The sex discrimination provisions of Title VII of the 1964 Civil Rights Act prohibit sexual harassment in the workplace. Sexual harassment in the classroom or in student-related activities is prohibited by the sex discrimination provisions of Title IX of the 1972 Education Amendment.

The U.S. Equal Employment Opportunity Commission (EEOC) has defined harassment on the basis of sex as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, evaluation or grade;
2. Submission to or rejection of such conduct by an individual is used as the basis for employment, evaluation or grade decisions affecting such individuals; or
3. Such conduct has the purpose or effect of substantially interfering with an individual's work or school performance or creating an intimidating, hostile or offensive working or learning environment.

The office coordinates efforts to eliminate discrimination including the investigation of any complaint filed by a student or employee. Students, faculty or staff members who feel they have been the subject of possible discriminatory treatment may file a complaint with the Office of Affirmative Action. For more information, contact College's Affirmative Action Office, 5100 Black Horse Pike, J Building, Mays Landing, NJ 08330, (609) 343-5670.