

Sexual Harassment Policy

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 which 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.

Non-Discrimination Notice

The college's Title IX Coordinator oversees compliance with all aspects of the sexual/gender harassment, discrimination and misconduct policy.

Students who have questions and complaints regarding Title IX may be directed to the Title IX Coordinator or Co-coordinator. For more information please visit: <http://www.atlantic.edu/student-life/security/title-ix.php>.

Title IX Coordinator

Nancy Porfido, Diversity, Equity and Inclusion Advocate and Judicial Officer, Mays Landing campus, 5100 E. Black Horse Pike, Mays Landing, NJ 08330, G-Bldg, room 118, (609) 343-5095, Email: porfido@atlanticcape.edu.

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) 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.

Affirmative Action

The College's Office of Affirmative Action is located at the Mays Landing Campus, Room 254, 5100 Black Horse Pike, Mays Landing, NJ 08330-2699. The office coordinates efforts to eliminate discrimination including the investigation of any complaint filed by a student or employee. Students, faculty, or staff who feel they have been the subject of possible discriminatory treatment may file a complaint with the Affirmative Action Office. For more information call Dr. Vanessa O'Brien-McMasters, Vice President, Institutional Effectiveness and Chief Strategy Officer, (609)343-5670, or email vobmcm@atlanticcape.edu.