A Guide for Students
The following will provide you with the necessary information to assist you with support and reporting of any unwanted sexual advances or harassment.

RACC’s Statement of Non-Discrimination & Harassment
It is the policy of Reading Area Community College to prohibit discrimination on the basis of race, color, sex, sexual orientation, religion, national or ethnic origin, age, disability, or status as a disabled or Vietnam era veteran in regard to the administration of all campus programs, services and activities and the admission of students, employment actions, or other sponsored activities. Furthermore it is RACC’s policy not to tolerate harassment of any type, including sexual harassment, of or by any employee, student, contractor, vendor, or visitor to Reading Area Community College.

In addition, it is the policy of Reading Area Community College not to discriminate on the basis of sex in its educational programs and activities as required by Title IX of the Education Amendments of 1972. Title IX provides that “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

Title IX forbids sex discrimination in all RACC student services and academic programs including, but not limited to, admissions, financial aid, academic advising, recreational services, classroom assignments, grading and discipline.

A Guide for Students
Title IX also forbids discrimination because of sex in employment and recruitment consideration or selection, whether full time or part time, under any education program or activity operated by an institution receiving or benefiting from federal financial assistance.

For more information on Title IX visit our website at: www.racc.edu/About/titleIX.aspx.

Who Must Comply with Title IX?
✓ Students
✓ College Faculty and Staff
✓ College Administrators
✓ 3rd Party Vendors and/or Visitors to RACC

Examples that May Be Considered Sexual Harassment

Verbal
• Repeated requests for dates and sex
• Sexual comments about clothing or body parts
• Sexually oriented humor or language
• Kissing sounds, whistling, cat calls
• Obscene phone calls
• Comments about sexual likes/dislikes
• Comments about sexual behavior

Non-Verbal
• Leering or ogling
• Pornographic pictures, calendars, mugs
• Repeated “love” letters
• Sexually oriented electronic messages or images
• Sexual hand or body gestures
• Invading someone’s personal space
• E-mail/screen savers/desktop “wall paper”

Physical
• Intrusive touching including pats, squeezes, pinches, and/or brushing up against someone
• Kissing
• Fondling
• Stroking
• Rape
Non-Retaliation
Retaliation against any individual for making a complaint of sexual harassment, discrimination or sexual violence or for assisting in the investigation of such a complaint is a violation of RACC’s Title IX policy and will not be tolerated. Any acts of retaliation will be subject to appropriate disciplinary action.

Confidentiality
All actions taken to investigate and resolve complaints through this procedure shall be conducted with as much privacy, discretion and confidentiality as possible without compromising the thoroughness and fairness of the investigation. In the course of an investigation, the Investigator(s) may discuss the complaint with witnesses and those involved in or affected by the complaint.