

Bates Technical College

STUDENT SERVICES

STUDENT COMPLAINT OF ALLEGED DISCRIMINATION OR HARASSMENT

Procedures

Students have the right to a learning environment, which is free from unlawful discrimination and sexual harassment. (WAC 495A-121-021 (3) ACADEMIC FREEDOM and WAC 495A-121-041 PROHIBITED CONDUCT (17,18) Students also have the right not to be discriminated against on the basis of age, color, creed, disability, gender, marital status, national origin or ancestry, race, religion, sexual orientation or veteran status. (WAC 495A-121-022 NONDISCRIMINATION) Students who want to file a formal complaint of discrimination and/or harassment may obtain the form and procedures from the office of the Vice President for Student Services. Forms to file a formal complaint against an employee of the College are available in the office of the Vice President for Human Resources.

If you as a student at Bates Technical College believe you have been discriminated against or harassed, you must use this form (or provide the same information required by the form) to report and document your complaint. To the extent possible, information contained in this report will be confidential.

1) Submit this completed form to and 2) make an appointment with the Vice President for Student Services/designee. The Vice President for Student Services/designee will provide written results of the investigation no longer than 10 instructional days from hearing the complaint.

Please Print:

Name _____ SID _____

Address and ZIP _____

Phone(s) _____

Program _____ Instructor _____

Filing Date

The incident/issue/behavior is believed to be:

Discrimination*

Harassment**

The discrimination and/or harassment is believed to be on the basis of (check all that apply):

DISCRIMINATION*

Written, oral, or graphic racial jokes/slurs/nicknames/innuendoes/derogatory remarks/ graffiti/slogans/ slurs, physical conduct, and/or criminal offenses directed at the person because of . . . (check all that apply)

- | | | | |
|-----------|--------------------|------------------------------|---------------------------------|
| ___ age | ___ disability | ___ national origin/ancestry | ___ sexual orientation |
| ___ color | ___ gender | ___ race | ___ veteran status |
| ___ creed | ___ marital status | ___ religion | ___ Other. . . Please Identify: |

HARASSMENT**

- ___ Sexual ___ Sexual Orientation ___ Racial ___ Other: _____

***WAC 495A-121-022 NONDISCRIMINATION College Catalog and the Student Handbook**

Students have the right not to be discriminated against on the basis of age, color, creed, disability, gender, marital status, national origin or ancestry, race, religion, sexual orientation or veteran status.

****WAC 495A-121-011 (12, 17, 18) DEFINITIONS College Catalog and the Student Handbook**

Harassment shall mean any malicious act, which causes harm to any person's physical or mental well being.

Racial Harassment shall be defined as written, oral, graphic or physical conduct relating to an individual's race, color, or national origin that is sufficiently severe, pervasive, or persistent so as to interfere with or limit the ability of the individual to participate in or benefit from college's programs or activities. Examples of behaviors that constitute harassment based on race or national origin may include but are not limited to:

- (a) Harassment of students because they are immigrants, speak another language, or have a foreign accent.
- (b) Intimidation and implied or overt threats of physical violence motivated by race, color, or national origin.
- (c) 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.
- (d) 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.
- (e) Depending on the circumstances and context, graffiti and/or slogans or visual displays such as cartoons or posters depicting racial/ethnic slurs or other racially/ethnically derogatory sentiments.
- (f) Criminal offenses directed at a person because of their race or national origin.

Sexual Harassment shall mean unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct directed at a person because of his/her sex where:

- (a) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's academic standing or employment; or
- (b) Submission to or rejection of such conduct by an individual is used as the basis for academic decisions or employment affecting such individual; or
- (c) Such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive working or learning environment. Examples of behaviors that may constitute harassment include but are not limited to:
 - (i) Unwelcome verbal harassment of a sexual nature or abuse;
 - (ii) Unwelcome pressure for sexual activity;
 - (iii) Unwelcome sexually motivated or inappropriate patting, pinching, or physical contact;
 - (iv) Unwelcome sexual behavior or words, including demands for sexual favors accompanied by implied or overt threats concerning an individual's educational status;
 - (v) Unwelcome behavior, verbal or written words or symbols, directed at an individual because of gender;
 - (vi) The use of authority to emphasize the sexuality of a student in a manner that prevents or impairs the student's full enjoyment of educational benefits, climate or opportunities.

Approved: _____
Signature of the President

Date

Effective date: _____