**F.4.4 (Policy) Harassment**

Responsible Department:  Vice Chancellor for Student Success, Vice Chancellor for Academic Success

Board Adoption:  5-19-09  
Last Board Action:  6-22-10

Students shall not engage in harassment motivated by race, color, religion, gender, national origin, age, veteran status, genetic information, sexual orientation or disability and directed toward another student or a College District employee. A substantiated charge of harassment by a student shall result in disciplinary action.

**Definition**

The term "harassment" in this policy includes repeated, unwelcome, and offensive slurs, jokes, or other oral, written, graphic, or physical conduct directed toward an individual that creates an intimidating, hostile, or offensive educational environment. For guidelines and information regarding sexual harassment, see F.4.3, F.4.3.1, D.4.5 and D.4.5.1.

**Reporting**

Students who believe they have been harassed by fellow students or College District employees are encouraged to promptly report such incidents to the appropriate administrator. If the administrator is the subject of a complaint, the student shall report the complaint to the next level administrator.

**Freedom from Retaliation**

The College District shall not tolerate any form of retaliation against individuals for having brought forward a concern or complaint; or testified, assisted, cooperated with, or participated in any manner in an investigation. The College District reserves the right to decline to indemnify or defend any employee who engages in retaliation in violation of this policy.

However, nothing in this policy limits or delays the College District's right to take appropriate disciplinary actions when an employee's or a student's behavior warrants the action, and nothing in this policy shall prevent the College District from taking appropriate action against a person who knowingly makes a false accusation.

**Procedure F.4.4.1 Harassment: Complaint Process**

*Legal Reference - TACC Policy Reference Manual*

FA(LEGAL) - Equal Educational Opportunities  
FLD(LEGAL) - Student Rights and Responsibilities: Student Complaints  
FLDA(LEGAL) - Student Complaints: Sexual Harassment