



# CenturyCollege

## **1B.1.0.1 Harassment and Discrimination Policy**

### **A Letter from the President:**

Century College will not tolerate harassment, discrimination or sexual violence toward its students, faculty or staff. In all its forms, harassment, discrimination, sexual violence and assault violate fundamental rights and the law giving cause for disciplinary action, including dismissal or expulsion.

Harassment and discrimination can happen to anyone in any place. Harassment and discrimination are not the victim's fault. Century has established policies and procedures to handle such incidents in a timely manner. If you see or experience harassment, discrimination or assault at Century, please report the incident. Supervisors are charged with promoting and maintaining an atmosphere which properly deters and responds to harassment, discrimination and sexual violence. Administrators and supervisors must report these incidents to the college harassment officer in a timely manner.

The College's concern is to provide appropriate support to the victim while recognizing the rights of the accused. Every effort will be taken to ensure confidentiality and provide effective remedies, including protection of victims and witnesses from retaliation.

Everyone's cooperation is needed to ensure that Century is a safe place to learn and work.

Larry Litecky, President  
Century College

Century College follows the Minnesota State Colleges and Universities Board Policy and procedure on Nondiscrimination in Employment and Educational Opportunity. See:

**Minnesota State Colleges and Universities Board Policy 1B.1. Nondiscrimination in Employment and Educational Opportunity –**  
<http://www.mnscu.edu/Policies/1B1.html>

**Report/Complaint of Discrimination/Harassment Investigation and Resolution Procedure 1B.1.1 -** <http://www.mnscu.edu/Policies/Procedure/1B1.1.html>

### **References:**

AFSCME - Article 16, Discipline and Discharge and Article 17, Grievance Procedure  
MAPE - Article 8, Discipline and Discharge and Article 9, Grievance Procedure  
MMA - Article 6, Discipline, Demotion and Discharge and Article 7, Grievance

Procedure

Commissioner's Plan - Chapter 11, Disciplinary Action and Chapter 12, Resolution of Disputes

MSCF Article 25, Disciplinary Procedures and Article 25, Grievance Procedure

Personnel Plan for Minnesota Colleges and Universities Administrators Chapter 1.03, Subd. 3 Appointments/Terms of Appointments