

### **Summary of sexual harassment complaint by student regarding instructor.**

On March 17, 2011, the College received information regarding an alleged sexual harassment of a student by one of her instructors. The instructor was alleged to have had inappropriate physical contact with the student in the classroom.

**Action Taken and Investigation:** Under the direction of the General Counsel, the EA/EO Office investigated this complaint. Given that this was a sexual harassment complaint, arrangements were made to separate the student and instructor on the campus. The EA/EO Office investigated this matter by contacting the campus administration to immediately follow up with the instructor regarding the allegation. The EA/EO Office also contacted the student to further determine and clarify her concerns. Given that the student's complaint focused on one incident that allegedly occurred that morning in the classroom, the EA/EO Office continued to work with the campus administration to determine the instructor's side of the story. The instructor admitted the behavior alleged by the student.

**Findings:** Based on the allegations and after reviewing information provided by the student, as well as the admission by the instructor, it was determined that although the alleged behavior may not have risen to the level of sexual harassment, it was clearly unprofessional, inappropriate and unacceptable at the college.

**Conclusion:** The instructor was asked not to return to the classroom and the student was able to complete her current course. The student was advised of the outcome and did not pursue the matter further.

**Summary of sexual harassment complaint by student regarding instructor.**

On March 27, 2013, the College received information regarding an alleged sexual harassment of a student by one of her instructors. The instructor was alleged to have inappropriately touched the student.

**Action Taken and Investigation:** Under the direction of the General Counsel, the EA/EO Office and the campus administration investigated this complaint. Given that this was a sexual harassment complaint, arrangements were made to separate the student and instructor on the campus. The campus administration spoke with the student regarding the complaint. The EA/EO Office contacted another female student (witness) who was identified by the complainant as having information regarding the incidents that occurred. The campus administration also followed up with the instructor regarding the allegations.

**Findings:** Based on the allegations and after reviewing information provided by the complainant, the witness and the instructor, it was determined that although the results of the investigation did not give rise to a conclusion that sexual harassment occurred, the behavior in the classroom by the instructor was determined to be unprofessional and outside the proper faculty/student relationship.

**Conclusion:** The instructor was given an official reprimand and cautioned to complete his teaching assignments in a professional manner.