

Harassment based on an individual's race, color, ethnicity, religion, sex, age, marital status, national origin, veteran status, sexual orientation, disability, pregnancy, or other factors, is against SCC policy and against the law.*

Respect Begins with ME

- The SCC community is dedicated to learning and to the development of ethical and responsible individuals.
- The College takes responsibility for preparing individuals for participation in an increasingly complex world.
- Academic freedom must prevail in an educational environment that is free from all forms of illegal harassment and discrimination.
- Academic freedom exists only when all are free to pursue ideas in a nonthreatening atmosphere of mutual respect.
- This policy prohibiting discriminatory harassment reaffirms Southeast Community College's commitment to maintaining an environment in which ideas and activities are pursued free of intimidation or fear.

Discriminatory harassment of any kind, whether it be harassment based on an individual's race, color, ethnicity, religion, sex*, age, marital status, national origin, veteran status, sexual orientation, disability, pregnancy, or other factor is harmful to the persons involved and to the College community.

Definition

Prohibited discriminatory harassment is generally defined as:

Conduct that is sufficiently severe, pervasive or persistent so as to interfere with or limit the ability of an individual to participate in or benefit from the services, activities or privileges provided by the College or creates an intimidating, hostile, or abusive environment.

Harassment, when directed at an individual, may include, but is not limited to: unwanted physical contact; use of epithets, inappropriate jokes, comments or innuendos; obscene or harassing telephone calls, emails, letters, notes or other forms of communication; and any conduct that may create a hostile working or academic environment. Title IX uses a different definition for harassment which can be found on the College's website at southeast.edu/title-ix.

Discriminatory Harassment will not be tolerated at SCC!

We live in a global society and should understand the importance of valuing diversity.

Unbiased and respectful behavior by everyone will strengthen the spirit of the College.

As a student, visitor or employee of SCC, you are:

- covered and protected by this policy
- required to comply

If you believe you have been harassed, seek help from one of the resources listed below. All allegations of discriminatory harassment will be confidentially investigated. Discriminatory harassment is against the law and prohibited by SCC policy.

Deans of Students

- Beatrice Campus, Kennedy Center
402-228-8286
- Lincoln Campus, (includes ESQ, ENT, and CEC locations)
402-437-2559
- Milford Campus, Eicher Technical Center
402-761-8270

College-wide resource for employees and students:

Title IX Office

- Robert Sanford, Administrative Director of Title IX & Institutional Compliance: 402-323-3418

Access/Equity/Diversity Office

- Jose J. Soto, Vice President for Access/Equity/Diversity: 402-323-3412



Equal Opportunity/NonDiscrimination Policy - It is the policy of Southeast Community College to provide equal opportunity and nondiscrimination in all admission, attendance, and employment matters to all persons without regard to race, color, religion, sex*, age, marital status, national origin, ethnicity, veteran status, sexual orientation, disability, or other factors prohibited by law or College policy. Inquiries concerning the application of Southeast Community College's policies on equal opportunity and nondiscrimination should be directed to the Vice President for Access/Equity/Diversity, SCC Area Office, 301 S. 68th Street Place, Lincoln, NE 68510, 402-323-3412, FAX 402-323-3420, or jsoto@southeast.edu. *The U.S. Department of Education's Office for Civil Rights enforces Title IX's prohibition on discrimination on the basis of sex to also include discrimination based on gender identity.

Declaración de política sobre equidad/antidiscriminación - La política pública de Southeast Community College es de proveer equidad, y prohíbe discriminación, en todos asuntos referentes a la admisión, participación, y empleo contra toda persona por motivo de raza, color, religión, sexo*, edad, estado civil, origen nacional, etnia, condición de veterano, orientación sexual, incapacidad, u otros factores prohibidos por ley o política del Colegio. Preguntas relacionadas a la política sobre equidad/antidiscriminación de Southeast Community College deben dirigirse a: Vice President for Access/Equity/Diversity, SCC Area Office, 301 S 68 Street Place, Lincoln, NE 68510, 402-323-3412, FAX 402-323-3420, o jsoto@southeast.edu. *La Oficina de Derechos Civiles del Departamento de Educación de los Estados Unidos hace cumplir la prohibición del Título IX contra discriminación por motivos de sexo, que también incluye la discriminación basada en la identidad de género.